THE SURVEY

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The Gist of It

AS a footnote to the history of those last frantic days before the execution of Nicola Sacco and Bartolomeo Vanzetti, PAUL U. KELLOGG, editor of The Survey, tells of the plea for commutation of sentence presented to Governor Alvan T. Fuller by more than five hundred professional men and women, social workers, ministers, editors, writers, and teachers, who felt deeply that the sentence of death should not be carried out so long as doubts of the guilt of the condemned men still lingered in informed and disinterested minds. (One Show of Hands, page 533.)

The system of "stimulative awards" described by HELEN GRIFFITHS HARMON in Rural Leaven (page 536) is a means which the Harmon Foundation of New York City has employed successfully in its many enterprises in the social field. Miss Harmon is the daughter of the founder of the organization, William E. Harmon.

ISABEL M. STEWART discusses the education of nurses from the vantage point of her long experience in the pioneer university school in this field, the Department of Nursing Education at Teachers College, Columbia University. Her present paper is part of an address at a symposium on nursing education held under the auspices of the Henry Street Visiting Nurse Service. Page 537.

ALICE M. HILL is statistical field secretary of the National Tuberculosis Association. Page 542.

ALICE CAMPBELL KLEIN was secretary of the vocational service formerly conducted by the New York Tuberculosis and Health Association, while GRANT M. THORBURN, M.D., is consulting physician to the Association. Page 543.

HAVEN EMERSON, M.D., is health editor of The Survey and professor of public health administration at the College of Physicians and Surgeons, Columbia University. Page 545.

As librarian of the York, Pa., Public School Library MAI A. CLINEDINST has been the moving spirit in the organization of the traveling book service which she describes on page 546.

GEDDES SMITH is an associate editor of The Survey and a special student of regional and city planning. Page 547.

AGNES DE LIMA, active in the Progressive Education Association and writer of numerous magazine articles on the "new" education, has followed at first hand the remaking of thirty rural schools in an "upstate county" with the help of the good citizen she calls "Mrs. Russell." Page 550.

SYDNEY GREENBIE, whose article on American schools in Europe (page 552) is the result of a personal study of schools abroad, is a frequent contributor to magazines. His book, Fur and Fishes: Enough of Their History to Explain a Nation, is to be published by Doubleday, Page & Co.

H. W. STEVENS, M.D., writes about mental hygiene and "the working girl" on the basis of his experience as head of the health department of Jordan Marsh Company, one of Boston's leading department stores. Page 554.

First as relief worker with the Friends and then through correspondence with German acquaintances, ANNA L. CURTIS has been in close touch with the Cassel experiment in workers' education of which she writes, page 555.

GRACE F. MARCUS writes of the casework within a staff, out of her experience as supervisor of casework methods, of the division on prevention of delinquency of the National Committee for Mental Hygiene. At present she is engaged in special research for the C. O. S. in New York City. This paper (page 558) is taken in part from her much-discussed address at the National Conference of Social Work at Des Moines, and is published simultaneously by The Survey and the Mental Hygiene Quarterly.

Science as well as art contributes to The Short Course in Child Placing (page 561), since the artist, DR. GEORGE H. PRESTON, is psychiatrist to the Children's Memorial Clinic of Richmond, Va.

EDWARD N. CLOPPER is executive secretary of the Pittsburgh, Pa., Federation of Social Agencies. Page 565.

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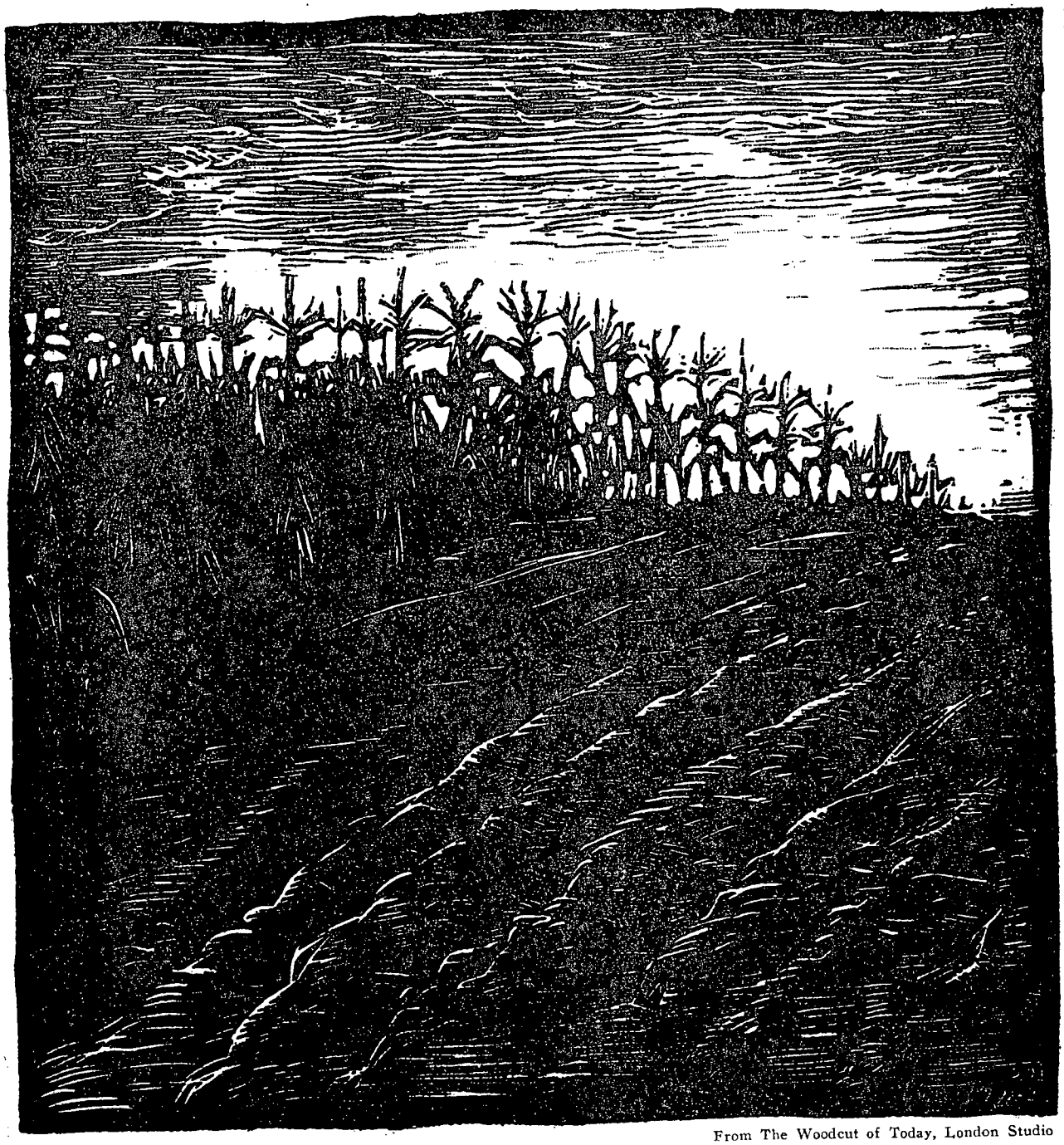

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THE CORN FIELD

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THE SURVEY
MIDMONTHLY

August 15—September 15
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One Show of Hands

By PAUL U. KELLOGG

WHAT I have to set down is relatively no more than a footnote to the grave events of mid-August. It has to do with a canvass-covered ring-binder which, bulging like an accordion, lay open before Governor Alvan T. Fuller of Massachusetts on his desk at the State House, Boston. This was at noon on Monday, August 22, and the ring-binder bulged with yellow telegrams bearing dates of the last four days. They bore the designations of thirty-seven Massachusetts towns and cities and twenty-five American states, the names of 505 men and women of intelligence and standing in their communities. Especially they bore the names of scientists, lawyers, philosophers, economists, physicians, engineers, editors, writers, social workers, ministers, and the like, who in their professional fields are known throughout the country. They were subscribed by wire to the following letter:

The Honorable Alvan T. Fuller:
Sir:—

If by midnight Monday, the final efforts to secure a new trial for Sacco and Vanzetti have proved fruitless they will be put to death unless you intervene.

Our understanding is that Massachusetts procedure, unlike that of many jurisdictions, has again constrained its Supreme Court to refuse to consider evidence as well as law. Such an outcome will augment rather than allay the sober doubts of the world as to the guilt of these men and the fairness of our treatment of them.

It will be remembered that Dreyfus was declared guilty by both military and civic tribunals of France only to have his innocence proved later. No similar redress will be possible once these men are executed.

To keep that door open we join with other responsible men and women, believers in America, in an eleventh hour plea to you for commutation of sentence or stay of execution until all doubts are resolved and justice achieved.

Respectfully submitted.

Twelve hours later, Sacco and Vanzetti were put to death. This show of hands, like the other eleventh hour efforts to prevent their execution, was futile. It was too late, too fragmentary, too remote from the sources dominating official action in Boston, to count. But it showed that abiding doubts are entertained not alone by high and low abroad, nor alone among radical circles at home.

That is now part of the record. What its significance may be it is too early to gauge. Still less shall I attempt to assay the major factors in the situation as a whole, which reach back and down and forward. Even the daily press was able to cover only the high spots of the developments that crowded the last twelve-day respite. Their import will be the concern of lawyers, historians, investigators, public officials, protagonists pro and con, for years to come. But it may be of service to set down briefly the facts as to this slender strand in the knotted, swift running cords of those last days. And as the signatures were forwarded to me, at the same time that the senders wired Governor Fuller direct, I should perhaps set down the circumstances which fortified me in taking that responsibility.

With others I had pinned my faith to the course of American justice, and the appointment by Governor Fuller of his lay commission had bolstered up my confidence. When, on my holiday in the woods, I read his bald assertions that he had found the two anarchists guilty of the South Braintree murder, they were profoundly disturbing. The findings of his commissioners instead of allaying my misgivings, deepened them, by their self-revelations. As an investigator, I would have refused to accept such a synthesis of evidence turned in by an associate, on the ground that it was unconvincing and lopsided.

WHEN I reached Boston, ten days before the execution, I found there was a basis for my misgivings among those who had followed the case close in. Under the swell of emotion, attack and counter-attack, I got glimpses of the elements entering into the closed front of dominant opinion in the community, the inhibitions of the press, the fears and rumors and tensions, which struck at any non-conformity with that opinion. I learned of the passionate belief in the men's innocence on the part of the handful of Boston men

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and women who had aligned themselves at personal sacrifice with the defense. I turned to magazine men and reporters covering the proceedings. One of the latter told me after the execution that 80 per cent of the men handling the news believed there was a reasonable doubt of guilt. There was the unimpeachable standing of the two lawyers, William G. Thompson and Arthur Hill, who had espoused the case in the teeth of adverse feeling. There was Prof. Felix Frankfurter's keen review of the case, which the commission had ignored, rather than upset. I talked with close students of the record, who gave line and text from the evidence upsetting statements made by the commission and undermining their conclusions. I talked to friends of the commissioners, who vouched for their sincerity, but could not bring themselves to follow their reasoning. I talked with an expert in penal affairs who lamented that Massachusetts procedure had stalled either a fresh trial in open court or a review of the evidence by higher tribunals in a way that would clear away the fog of doubt. I talked with a conservative Boston editor who had set out to expose the defense, only to come across things which made him pause; who had, thereafter, made an exhaustive study of the original record and told me that to his mind there was no shadow of doubt the men were innocent, that it was only a matter of time when the tragic blunder would be riddled from end to end.

The informants on whose judgment I leaned heaviest, felt that the proceedings in the State Supreme Court, where the Defense Committee was putting up its last stand fight, offered small chance of relief. The Massachusetts procedure and the outlook of the judges stood in the way. They felt that the efforts to secure federal action, either on the basis of due process of law which the Defense lawyers were urging, or on the basis of the unexplored files of the United States Department of Justice—the salient attacked by a new national committee with volunteer lawyers from New York, Chicago and Philadelphia—were equally hopeless. The rigid demarcation of state and federal jurisdictions stood in the way. To their mind, and as the event proved, Governor Fuller was the key to the situation. By the end of the week only he and his council could act. Once the legal barriers were down, there remained only the moral barrier of an aroused public opinion of commutation or stay of execution until doubts had been cleared away.

WHAT were these moral barriers? There was world opinion, conservative no less than radical, beating upon the Massachusetts proceedings. This was occasion for resentment in high quarters. There were working class protests manifesting themselves in our industrial cities. These were denounced as Red propaganda in the same quarters. What was to be heard from a public unmistakably American and removed from the economic conflict?

Nationally, there was evidence of the emergence of a minority opinion. The Literary Digest was right in its estimate that the press of the country as a whole had accepted the commission's report, but a couple of hours in a Boston library and a thumbing through of the gleanings of a clipping agency, showed notable exceptions. The Baltimore Sun, the New York World, the St. Louis Post Dispatch were three of a dozen papers of national standing urging Massachusetts to pause. The Nation, the New Republic and other liberal journals were outspoken. An editorial in the Columbia (South Carolina) State was being reprinted throughout the papers of the South. In Massachusetts, the Springfield Republican had broken with the solid front of Boston newspapers, and was publishing keen and critical analyses of the findings by lawyers of distinction (as was later done by the New York Times). The position which the Republican was pushing with editorial vigor was that, while it remained to be convinced as to the innocence of the men, there stood a substantial basis for reasonable doubt as to their guilt which, coupled with the vulnerability of findings by court and commission, made the death sentence at this time intolerable.

I LEARNED of petitions in circulation among church groups in Massachusetts. There were instances of individual protest. Dr. Felix Adler and Dr. Henry Sloane Coffin, for example, had united in an appeal to Governor Fuller. Henry Ford had spoken. President Woolley of Mt. Holyoke College had wired the Governor:

> Have just returned from Institute of Pacific Relations in Honolulu to learn of critical situation in Sacco-Vanzetti case. There are many thinking people who believe them innocent. There are many more who are not convinced they are guilty. Their execution while there is a shadow of doubt as to their guilt would be a tragedy for Massachusetts and a blow to confidence in American justice. Urge such deliberation as will establish facts beyond doubt.

And Jane Addams:

> Those of us long devoted to the Americanization of foreign born citizens believe that clemency in the Sacco-Vanzetti case would afford a great opportunity for the healing of wounds and for a real reconciliation between the Anglo-Saxon and Latin peoples. I beg you to commute the death sentence because I realize that thousands of our humbler fellow citizens feel as the French felt concerning Dreyfus and ardently long that those men should also have their chance for possible vindication later. Although you yourself are convinced of the justice of the verdict, can you not consider the earnest and conscientious convictions of many of your fellow countrymen who implore you to refrain from making the situation absolutely irrevocable?

I learned of many others who had let their views be known at the State House in personal letters and telegrams. Yet the fact remained that, so far as the public knew, a week before the execution, these were voices crying in the wilderness. There was no evidence of any considerable number of responsible people in Boston, in Massachusetts or in the nation who seriously questioned either the justice or the public policy of executing the two men as murderers.

Yet these indications encouraged the belief that a move for commutation or stay would crystallize opinion which only awaited a channel for expression. Could it be elicited before it was too late—in the short space of time between the final decision in the Supreme Court and the date set for execution? The effort was made. The following joined in their individual capacities in sending out the call for a show of hands:

Jane Addams, Chicago (head worker of Hull House)
Frederic Almy, Buffalo (former president, National Conference of Social Work)
Charles R. Beard, New York (author of The Rise of American Civilization)
Bruce Bliven, New York (editor The New Republic)
Charles C. Burlingham, New York (member of the bar and former president of the Board of Education)
Waldo Cook, Springfield, Mass. (editor of the Springfield Republican)

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John Dewey, New York (professor of philosophy, Columbia University)
John Lovejoy Elliott, New York (head worker of Hudson Guild)
Haven Emerson, M.D., New York (professor of public health administration, College of Physicians and Surgeons)
Ernst Freund, Chicago (professor of jurisprudence, University of Chicago)
Alice Hamilton, M.D., Boston (professor of industrial medicine, Harvard Medical School)
Norman Hapgood, Washington (former editor of Collier's Weekly)
Paul U. Kellogg New York (editor of The Survey)
Dora (Mrs. Laurence) Lewis, Philadelphia
Margaret Homer Shurtleff, Boston
Henry R. Seager, New York (professor of economics, Columbia University)
Mary E. Woolley, Massachusetts (president of Mount Holyoke College)

The telegrams sent to those who signed the call, the form letter asking for signatures and the letter of transmissal to the Governor were in form identical in phrasing, except for such changes as were made necessary in the first and last sentences by differing dates, the person addressed, the request made. There was no attempt at extended argument, no enclosed literature, just the sheer appeal to those who thought as well as felt, to act if they were so minded. The letters reached their destinations for the most part the day the Massachusetts Supreme Court handed down its decision. The response was instant. Every hour brought its sheaf of messages.

As more than 500 answered yes, objections were received from less than 20.

Those who joined in the plea, to judge by the responses, represented a considerable gamut of opinion. Some believed whole-heartedly in the innocence of the men. Others held a reasonable doubt of their guilt. Others challenged the fairness of their trial and subsequent proceedings throughout the seven years. Still others held that, so long as doubts were widespread and unresolved, it would be a mistake to execute them, affronting the feeling of the world and seeding down mistrust of American justice.

The Massachusetts towns from which they came included:

Allston, Auburndale, Barton, Brighton, Brookline, Cambridge, Chestnut Hill, Chicopee, Cohasset, Danvers, Edgartown, Gloucester, Great Barrington, Greenfield, Hyannis, Ipswich, Lenox, Lincoln, Medford, Melrose Highlands, Nantucket, Newton, Northampton, North Rochester, North Wilmington, Provincetown, Rockport, Salem, Shirley, Springfield, South Byfield, Stockbridge,, Swampscott, Wellesley, Westfield, Winchester, Worcester.

The states from which they came outside of Massachusetts were:

Alabama, California, Colorado, Connecticut, Georgia, Illinois, Indiana, Kentucky, Kansas, Maine, Maryland, Michigan, Missouri, New York, New Hampshire, New Jersey, North Dakota, Pennsylvania, Ohio, Rhode Island, Virginia, South Carolina, Vermont, Wisconsin and the District of Columbia.

IT is not possible to print more than enough of the names of those who signed to show the caliber of the roster and its range. Of necessity such a sampling fails to bring out the presence of men and women of a younger generation whose names are less well known today. They were there.

College and university professors joining in the appeal to Governor Fuller, included:

Violet Barbour (Vassar College); John R. Commons (professor of economics, University of Wisconsin); Henry Walcott Farnam (emeritus professor of economics, Yale); Edward Gay (Harvard University); William Ernest Hocking (professor of philosophy, Harvard); Edwin H. Hume (ex-president of Yale-in-China); Charles E. Merriam (Chicago University); Henry R. Mussey (professor of economics, Wellesley College); Arthur K. Rogers (professor of philosophy, Yale); Arthur M. Schlesinger (professor of history, Harvard); James T. Shotwell (Columbia University); Holmes Smith (professor of art, Washington University); Ellen Bliss Talbot (professor of philosophy, Mt. Holyoke); Lily R. Taylor (professor of Latin, Vassar); Marian Parker Whitney (professor of German, Vassar).

AMONG the social workers signing the appeal, and here perhaps it should be underscored that they did so in their individual capacities, are:

Charles C. Cooper (Kingsley House, Pittsburgh, Pa.); Michael M. Davis (Committee on Dispensary Development, New York); Neva R. Deardorf (president of the American Association of Social Workers); Edward T. Devine (dean of the Graduate School of the American University, Washington); John A. Fitch (New York School of Social Work); Raymond C. Fuller (National Conference on the Christian Way of Life); Eleanor Hanson (secretary of the Associated Charities, Pittsburgh); George E. Hooker (specialist on civic problems, Chicago); Amy Maher (secretary of the Consumers' League, Toledo); Mary E. McDowell (former Commissioner of Public Welfare, Chicago); Francis H. McLean (Field Director, American Association for Organizing Family Social Work); John Nolen (city planner, Cambridge, Mass.); Mary K. Simkhovitch (Greenwich House, New York); Walter L. Solomon (University Settlement, New York); Ellen Gates Starr (Hull House, Chicago); Graham Taylor (Warden, Chicago Commons); Sidney A. Teller (Irene Kaufmann Settlement, Pittsburgh); Marguerite A. Wales (director, Visiting Nurse Association, New York).

Writers and editors included:

Mary Antin (author of The Promised Land); Francis Hill Bigelow (antiquarian, Cambridge, Mass.); J. McKeen Cattell (editor of Science, School and Society, etc.); Earnest Elmo Calkins (Advertising, New York City); J. E. Chamberlin (journalist, Boston); Lewis S. Gannett (The Nation); Ellison Hoover (of Life); Harold Howland (formerly of The Outlook); John Howard Lawson (author of Processional); Hugh Lofting (creator of the Doctor Doolittle series); Jean Kenyon Mackenzie (author and missionary); Bernard Meyer (editor of the Columbia University Optometrist); Ida M. Tarbell, Bethel, Conn., author of the Life of Judge Gary; Hendrik Willem Van Loon (author of The Story of Mankind); Oswald Garrison Villard (editor of The Nation); W. E. Woodward (author of Life of George Washington, etc.); Edith Franklin Wyatt (novelist, Chicago).

Among the lawyers, physicians, clergymen:

Hon. Charles F. Amidon (U. S. District Judge, North Dakota); Rev. John Darr (First Congregational Church, Northampton, Mass.); Rev. Edward Staples Drown (Episcopal Theological Seminary, Cambridge); Rev. Angus Dun (Episcopal Theological School, Cambridge, Mass.); Hughell Fosbroke, D.D. (Dean, General Theological Seminary, New York City); Dr. S. S. Goldwater (director of Mount Sinai Hospital, New York); Rev. Hubert C. Herring (secretary, Congregational Commission on Social Service); Nicholas Kelley (of the New York bar); Rev. John Howland Lathrop (Church of the Saviour, Brooklyn); Rev. James E. McConnell (Assoc. Secretary, Commission on Missions of The Congregational Church); Rev. John Howard Melish (Holy Trinity Church, Brooklyn); Thomas Reed Powell (professor of constitutional law, Harvard); Dr. Charles Russell Lowell Putnam (New York); Rev. Roland Sawyer (Mass.); John T. Vance, Jr. (Congressional Library).

Such representative women signed as (*Continued p.* 571)

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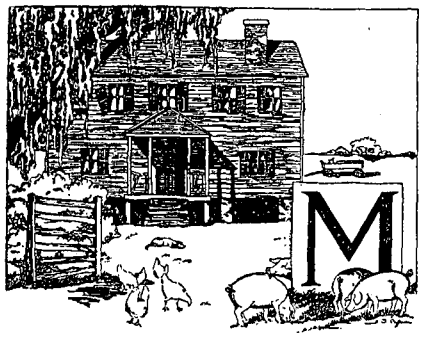


Rural Leaven

By HELEN GRIFFITHS HARMON

MAGNIFICENT live oaks struggle out of the thick underbrush which hides their lovely lines; a peach tree all in rosy glory spills its petals into a pigpen; great neglected bushes of scarlet camelias bloom bravely in deserted dooryards. Despite the poverty, the sterility, the discouragement that have followed naturally on the Civil War, the floods and the rice failures, the natural beauties of Charleston County, South Carolina, have not been destroyed or even hidden entirely by long years of neglect. It is a land of the past, yet it possesses infinite possibilities for the future in the rich inheritance of beauty that belongs to the South.

More than once the Home Demonstration Bureau of South Carolina has attempted to put over in these isolated and thinly settled communities the progressive ideas that form a part of its service. A few have responded, but pathetically little was really accomplished until a few months ago, when the Harmon Foundation, through its interest in stimulative awards, came in touch with the work and offered prizes for constructive and creative achievement through a Model Farms Contest in which beautification of property, scientific stock raising, and improvement of general living conditions were all considered. This stimulus has lifted the movement for model farming from failure to success in a single year—and the record of the 103 competitors is full of entries such as these:

Mr. and Mrs. A. live in one of the oldest houses in Charleston County, South Carolina. The house and grounds are beautiful, but were falling into ruin. Mr. A. was discouraged by constant failures and lack of prosperity. The offer of prizes fired them both and the result is almost incredible. The old house has been renovated from top to bottom. A subscription was taken up by the absent children and enough was raised to re-roof the house and paint it inside and out. The underbrush has been grubbed, the creek edges cleared, an old dilapidated building destroyed, the peach orchard planted to oats. The effect is now one of thrift and attention, instead of neglected shabbiness.

Dr. B.'s house too is a fine old homestead, but it had been left unpainted for twenty-five years. This fall, house and outbuildings received three coats of paint. A disc harrow, left so long under a live oak tree that it has become embedded five inches in the roots, was cut away, and eleven cartloads of worn-out farm implements were removed from the lawn.

Five years ago Mr. and Mrs. C. and their four children moved out to the country and bought a run-down mortgaged farm. Since then Mrs. C. has worked alone fourteen hours a day. Things are going better now. Mr. C. has regained his health and is helping his wife with the model dairy she has established. They are able to think now, for the first time, of beautifying their place. The house has already been given a new piazza, and in a very short time the flowers and grass they have planted will transform this once shabby farm into a charming home.

The program itself is unchanged, being the same very practical one which was introduced to Charleston County almost two years ago by Caroline Alston of Charleston, local agent of the Home Demonstration Service, who has been faced with a constant struggle in keeping interest and ambition alive. The plan of awards, however, has brought about an almost incredible change in the attitude of farmers and townspeople during the year.

Charleston County was split up into its seven natural divisions and in each of these one prize of $25, one of $10 and three of $5 were offered, with a sweepstake of $100 to be competed for by the entire county. Stimulated by these awards, one hundred and three women out of one hundred and fifteen pledged have carried out the program in all its phases, which are as follows:

Dairying—Each adult to have not less than one pint and each child not less than one quart of milk each day;

Gardening—Each home to serve two fresh vegetables daily;

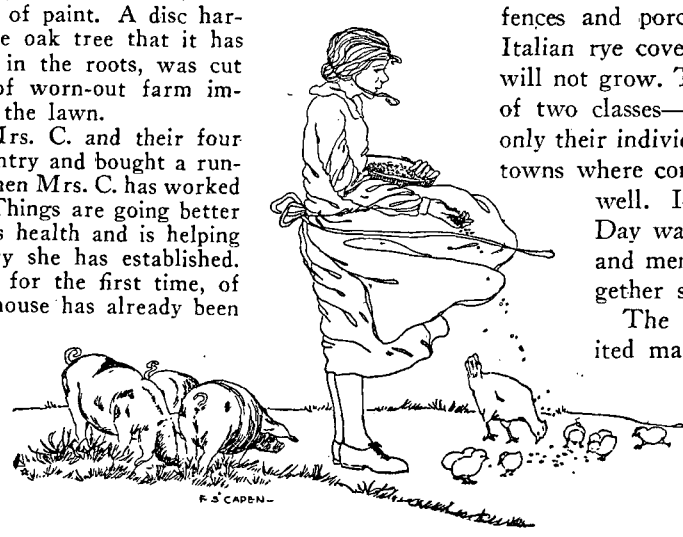
Nutrition—the combination of these two;

Poultry—Each farm flock to have not less than twenty-five standard bred birds;

Beautification of home and grounds.

The success of the plan seems to suggest a new and most encouraging solution to the ever present problem of the backward and unprogressive rural community. With prizes that are small enough to be within reach of any local budget, or even the purse of some individual public spirited donor, the results have been out of all proportion to outlay, pre-eminent among them a spirit of neighborly competition, awakening pride, and community cooperation.

Praiseworthy results have been achieved in all five departments of the work, but it is the last—beautification of home and grounds—which has aroused the most remarkable interest and enthusiasm. Vines are beginning to cover new fences and porches, flowers glow in neat beds, Italian rye covers the bare stretches where grass will not grow. The clean-up work has really been of two classes—those isolated farms which have only their individual problems to consider, and the towns where community work had to be done as well. In many villages an Achievement Day was chosen as a part of the program and men, women and children worked together side by side.



The Home Demonstration Agent visited many of the towns on Achievement Day and her report tells something of what happened:

When the agent arrived at X—at a little before eight o'clock, she found the streets filled with women—hoeing, grubbing and

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raking. Money had also been raised beforehand, with which were employed colored women who were busily at work. By mid-day the entire street of the village had been cleaned, the fences repaired by volunteer Negro carpenters, and several of the merchants started on whitewashing their shops. In the afternoon, work was concentrated on a plot of about one acre at the end of the village, right on the ocean, which has a beautiful growth of cedars. The undergrowth was grubbed out, old tin cans and trash hauled away, two sheds and a dilapidated fence torn down, and benches built between some of the trees.

This will be the community parking grounds, where visitors will be welcome to park their cars and take their lunch. The agent ventures to say that there is not a more beautiful spot on the whole Atlantic Coast.

The approach to X— lies through land owned by a citizen. On one side of the road is his pasture, heretofore mostly occupied by hogs. On the other side is a salt water slough bordered by beautiful trees but badly overgrown with underbrush. This side was terminated by a huge old commissary that was falling to pieces. Before the day was well on, Dr. D. was pulling down this old building at his own expense and had put plows in the pasture to prepare it for oats. This will be kept as a lawn this winter, and he has also donated to the village the entire creek edge to be used as a park.

At Z— much the same work was done. The approach to the village was grubbed, jasmine, wistaria and wild azalea planted, and land around the old club-house on the river broken for oaks. Money is now being raised to renovate this building for the use of visitors. Each individual garden had someone working in it that day. . . .

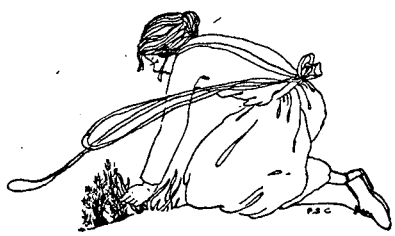
For the rest of the program, every one of the one hundred and three women planted a "year round" garden, and many homes served vegetables where the diet has been corn pone, pork and rice. Seventeen girls also planted gardens, as against eleven of last year.

Twenty women bought among them twenty-three cows as a result of the pledge to serve more milk, and cattle are beginning to look sleeker and more prosperous with additional care and better food. Two women found that they could start out commercially with a little assistance from the agent. One is now shipping milk to Charleston, and the other sells it to passing motorists. Oddly enough, it is more frequently the women of the families whose ambition and energy have found an outlet in this work, while husbands have awakened suddenly to find the trail to prosperity already blazed.

Poultry too is gaining in health and prductivity under the new plan of increasing the flock by good stock only, and a number of women are finding an excellent market for their eggs. Two have started raising ducks. These birds are very easy to handle, for at the end of four weeks they care for themselves and find their own food. Their upkeep is small and they bring excellent prices.

In the girls' clubs, established for the teaching of hygiene, nutrition was especially stressed, the members were taught the proper methods of preserving and canning fruits and required to do a certain amount of it at home. The mothers have cooperated heartily and the girls are becoming most interested in the arts of housekeeping. Lectures in their clubs have also been successful in putting over the proper nutrition ideas, and showing to the children the harmfulness of their old diet of starches, bacon and coffee. Vegetables are in style now, and milk drinking is quite the latest thing among the younger set.

With such really remarkable results from a very small outlay, the Foundation feels more than justified in its decision to continue the series of awards. Miss Alston is planning to work along much the same lines during the coming year concentrating her attention on a territory which, because of its isolated character, has responded less readily to improvement activity, and she feels that the interest already aroused will be invaluable to her in her future work. The award has, in her own words, "transformed the whole aspect of the service and made the carrying out of it an inspiration and a pleasure."



Educating Nurses

By ISABEL M. STEWART

ONE gathers from a good deal of the current comment on nursing, that the greatest present menace to the profession is the danger of over-education or "over-training" as it is usually called. In this country, where education has always been regarded as the mainstay of democracy, it is strange that there should be so much fear that any group should get an overdose of it. Those of us who know the extreme poverty of our nursing schools, and the seemingly unlimited demands made upon them, are far more concerned about educational malnutrition than about over-feeding. Proud as we are of the achievements of nurses, we are not by any means satisfied with the present state of nursing education.

Perhaps part of the general confusion lies in a failure to distinguish between training and education. I am quite willing to say for myself that while I have seen some nurses who seemed over-trained, I have never seen one who was over-educated. I doubt if there is such a thing as over-educating any human being, though there may be a danger of over-stressing one phase or another of her growth in relation to the development of the whole individual.

Animals can be trained to do a great many things very skillfully; even plants can be trained in certain ways, but

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only human beings can be educated. Training concerns itself with stamping in certain habits and skills mainly through the process of repetition; education concerns itself with the growth and the development of all the potentialities in the individual. In comparison with education, training tends to rely on authority and coercion, rather than on guidance and self-direction, to create dependence rather than independence and self-mastery. There is not much question that nursing has suffered in the past from an emphasis on training at the expense of education, though training is a necessary part of all education.

Nursing education, like all other branches of education, should be concerned with two main purposes: to meet social needs and adjust the individual to social requirements; and to develop the individual herself in such a way as to secure her best welfare and happiness now and in the future. The nursing schools have usually emphasized the first. They have been far more concerned with the quantity and quality of the work produced by their students, fitting these young women into the existing scheme of things, than in rounding out and satisfying the fundamental needs of the students themselves, or in allowing them to grow along the lines of their own aptitudes and interests. Indeed, we have sometimes assumed that the demands of nursing service are incompatible with a full, normal, satisfying life for the individual nurse, and that no young woman is fit to be a nurse unless she is willing to give herself up completely, body, mind and spirit, to be molded and used in any way which seems to best further the needs of the hospital service or the sick patient. Recently a prosperous New York surgeon declared that in order to develop the right kind of nursing spirit, our young pupils must be taught that "the only satisfactions they must ever expect in nursing are the satisfactions that come through self-sacrifice." One wonders whether he would be willing to agree that "sauce for the goose" might also be "sauce for the gander?" Florence Nightingale long ago vehemently denied that nursing demanded complete sacrifice of self. "Nursing is not a sacrifice," she insisted; "it is a life the happiest of any."

FORTUNATELY nursing does provide satisfaction in abundance—an interesting life with its wide range of contacts, problems which constantly challenge thought, consciousness of achievement, the thrill of adventure, a few modest material satisfactions, and above all, the gratitude and confidence of our patients. But nurses need also satisfactions beyond these. They need recreation and play, friendship and social life, intellectual stimulation and spiritual refreshment, just as other people do, and we must find a place for all these things somewhere in their education or we shall be in danger of turning out bloodless automatic machines, or unnatural ascetics instead of wholesome normal young women.

The popular conception of the nurse as we see her in advertisements and plays, and very often in real life is a neat, starched, capable looking person, who stands at the doctor's elbow, hands him his tools, takes his orders, and carries them out presumably with great efficiency; but there is always something unpleasantly suggestive of one of those automatic toys which moves only when someone pulls the strings. The patient seems to be more or less incidental to the picture—the secondary rather than the primary object of the nurse's attention. This is the type of nurse whom some doctors delight in calling "the hand-maid of medicine." She might properly be called a "doctor's assistant" or "medical aide" but she is certainly not a complete nurse in either the generic or the Nightingale sense of that word.

THE original nurse was the mother, the one who nourished and sustained life. The nurse exists not primarily to serve the physician but to serve the individual and the community, to protect and conserve life in both sick and well. She works hand in hand with the doctor because he has something to give which she cannot give and the patient prospers best when these two combine their efforts and work in harmony, supplementing and helping each other. But this nurse is something much more than the doctor's "deputy" or his "right hand man." The picture some people seem to have of the nurse revolving like a pale satellite around the great body of medicine and shining only in its reflected glory, is wrong both historically and actually. Imagine Lillian D. Wald as a satellite! Nursing has had a different genesis and an independent history, and though its orbit lies within that of medicine in certain areas, there are many functions of the nurse which are as closely related to social work, to home economics, to teaching or administration, as they are to the work of the physican.

The functions of the nurse are constantly changing. In the broad general field of nursing today, they include:

Guardianship and protection, including the physical care and supervision of sick and helpless people and attendance on all ordinary physical needs.

Conservation and prevention, including the application of hygiene and sanitary principles to the general care of the patient and to his environment, the building up of strength and resistance, and all ordinary precautions for the prevention of disease.

Intelligence or scouting functions, observing, recording and reporting symptoms and other conditions about the patient and his environment which have a direct bearing on nursing and medical care.

Therapeutic or curative functions, giving definite treatments for disease conditions or assisting the physician in medical or surgical measures or in diagnostic procedures.

Executive and economic functions, management of the general details of the patient's care and surroundings, securing and preparing supplies, organizing and coordinating services, and so on.

Educational and advisory functions, teaching, both direct and indirect, of the patient and others in the household or family group, showing, explaining, suggesting, training, as required for prevention or treatment.

Social functions, in the sense of social companionship, and also in the larger sense of sharing in community efforts to improve social conditions which affect health and general welfare.

Professional functions, including service to the nursing profession and cooperation with its members, cooperation with other professional groups, the carrying out of professional courtesies, and so forth.

There was a time when the guardianship or custodial function represented almost the whole duty of the nurse: and she was little more than a keeper or attendant. The therapeutic or curative function has been greatly enlarged during the last half century, so that when most people think of the nurse, they think of a sick-room where she and the physician are engaged in a (*Continued on page* 568)

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The Common Welfare

A MERRY tale of the bathtub and a glimpse into one way of making history emerge from a buzz of correspondence concerning the paragraphs on the Cleanliness Institute which were published in The Survey of July 15 (p. 408). Here Dr. John H. Finley was quoted to the effect that the first example of this popular American institution was installed in Cincinnati in 1842, and that in Boston volunteer bathing was forbidden by ordinance as late as 1848. At once an anxious reader from Baltimore wrote in to report that a leading citizen of that city, H. L. Mencken, declared that he himself had invented these statements and had published them with the intent to discover how far a succulent legend could be spread. The source of Dr. Finley's information was a member of the staff of the Cleanliness Institute, who had left for Switzerland to attend an international conference on faith and order. Other members of the organization undertook to run to earth the genesis of American plumbing. The data had been taken from an article published in a serious monthly magazine in October, 1926; but back of that they appeared in a volume entitled the Story of the Bath published in Chicago in 1922. The publishers were questioned: their source was "a well-known authority, Mr. H. L. Mencken." At present the research department of the Cleanliness Institute, suspending further mention of this interesting bit of folk-lore, is engaged in making a search of pre-Mencken literature and an extensive collection of post-Mencken publications which have accepted these dates, including popular encyclopedias and "several authoritative social service works." The Survey's original correspondent suggests hopefully that it would be a great joke if it could be established that these were the facts after all, but Mr. Mencken, promising a full history of the Great Bathtub Controversy in a volume now in press, challenges all comers and adds that he is thinking of offering a case of Brauneberger 1917 to anyone who can prove that these "facts" were published anywhere in the world before his article appeared.

NEW chapters of the story of youth in the city streets lie implicit in the survey of Negro children in New York City just published by the Joint Committee on Negro Child Study in cooperation with the National Urban League and the Women's City Club of New York. San Juan Hill, Harlem and the other colored neighborhoods of New York have seen an unwonted rush of immigrants during the past ten years, country-bred, from the farms and villages of the South and the West Indian islands. In the wake of each immigrant tide court records show an increase in delinquency among the children of that particular group, registering the painful readjustment which is likely to fall heaviest upon the young members as families are crowded into the least desirable homes and parents forced to preoccupy themselves with the stern business of eking out a living under new and strange conditions. For the Negro this has been intensified by the fact that there are only certain districts where he may live, that many of the amusements and outlets provided for other races are closed to his children. In Harlem, literary Negro Heaven, the home of jazz, blues, and the night clubs where white people seek amusement, the proportion of delinquent and neglected Negro children is from four to six times as great as among the white population of New York City. They are seldom really bad—these "delinquent" children. Among white boys the two most common charges are stealing and burglary—for Negro boys disorderly conduct and desertion of home. Their story calls insistently for the remedies the report suggests—chief among them more chance for play, more friendly help for "mild" delinquents, opportunities for the use of schools and school yards after hours, Saturdays and in summer. Of fifty children picked at random only one had known any organized recreation.

ON the doctors devolves the ultimate responsibility for the forward march of public health. Yet if their efforts are to be effective, they must be backed and supplemented by a host of lay workers, official and voluntary. From time to time misunderstandings have arisen in one camp or the other. Physicians have been known to complain that the health and social agencies rush ahead without wise scientific leadership—perhaps even toward "state medicine"—or that these bodies are fostering an abuse of free medical diagnosis and treatment which operates unfairly toward the private practitioner. The non-medical health workers, on the other hand, sometimes have charged that doctors hold jealously aloof from constructive social movements, that they do not keep in touch with the rapidly advancing field of public health and criticize what they do not understand. Undoubtedly in some cases there has been some truth in such charges as these. Yet far more often the trouble must be laid to misunderstanding, a misunderstanding the more natural since there has been no regular organized means of contact between these two related, yet distinct professional groups.

For this reason special interest attaches to the report recently approved by the House of Delegates of the New York State Medical Society and the Board of Managers of the State Charities Aid Association and its state and local committees on tuberculosis and public health. This report, summarizing the experience of nearly two years' informal experiment, gives not a final solution of the re-

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spective rights and duties of the medical profession and the voluntary agencies, but a working plan which has proved successful in use. Its backbone lies in the cooperation of the county organizations of both groups, through representation on each others' boards of directors, through joint committees and joint meetings. It is recommended that new or drastic changes in the policies of the voluntary agencies be submitted to the representative medical organization for study and suggestions before they are adopted. Should a point of disagreement arise which cannot be smoothed out locally, it will be reported to the state organization of either body. In this way vague, prejudiced generalizations can be reduced to concrete situations which may be discussed and settled in a friendly and intelligent fashion.

EMPHASIZING the increasing importance of recreation for social work, psychiatry and medicine, Northwestern University takes over this month for graduate and undergraduate students the principal courses and staff instructors of the Recreation Training School of Chicago. Training in group organization and leadership, in folk dances and group games, and in the social aspects of play, directed by Neva L. Boyd, will be supplemented by many other courses conducted by the department of sociology and related courses in the schools of education, music, speech and commerce. Miss Boyd's marked success in serving one of Chicago's great public playgrounds as director of its activities for girls and women opened to her many years ago the direction of the department of recreation in the Chicago School of Civics and Philanthropy. Its teaching and training for recreational leadership were so distinctive that when the other departments of that school were taken over by the University of Chicago, this work became the independently established Recreation Training School of Chicago, located at Hull House. Here for the past five years it has attracted students from many colleges, east and west, offering the reciprocally valuable cooperation of school, social settlement and the community centers of Chicago, and the unique combination of practice in leadership under efficient supervision with the academic technique of the classroom. The public spirited offer of Northwestern University carries the potentialities of the work still further through the added resources and requirements of a great university.

TURNING from engineering problems in industry to the human factor involved, technical experts met several weeks ago to study and discuss fatigue at the first summer school of the International Association for the Study and Improvement of Human Relations in Industry at Baveno, Italy. The group was made up of more than fifty engineers, economists, physiologists, psychologists, employers and employes, representing thirteen nationalities. Its chairman was Lillian M. Gilbreth, an American consulting engineer and psychologist. She writes us:

"The group itself was a subject of never ending interest. Not easy always to confine to formal procedure, seeming at times rather to resent necessary routine and time schedules, it listened hour after hour to technical lectures and translations with untiring interest. It participated in discussion with a grasp on essentials, a measurement by standards of practice and a passion to make everything learned of direct and immediate service that was most impressive."

The lectures covered the history of fatigue study, the application of fatigue study to a specific industry; the length of the working day and the results of various limitations of hours; fatigue caused by extremes of temperature, dust, damp and eye strain; and the relation between type of job and individual temperament.

Mrs. Gilbreth summarizes the results of the meetings as follows:

"No satisfactory definition or measure of fatigue has as yet been made, though more careful distinctions between, for example fatigue and weariness, monotony and repetitive work and so on, are being drawn.

"A clearer knowledge was acquired of the investigations that have taken place and those that should be made.

"A body of facts on fatigue elimination was collected, evaluated and made available.

"Methods of investigation—laboratory and plant—were stated, evaluated and made available.

"An outline was worked out, not only of *what* works in practice, but of *why* it works.

"A realization was gained of likenesses between fatigue problems in all countries and in all types of industries that warrant cooperation, but differences mean the need of adapting methods to national, group and individual needs."

At the council meeting of the Association that followed the summer school its sessions were commended, and it was decided to hold similar schools on related subjects yearly between the triennial congresses.

BEFORE interested friends and members of the Massachusetts Department of Public Welfare, graduation ceremonies were held recently at the Industrial School for Girls at Lancaster for twenty-seven girls who were given Honorable Discharge Certificates.

The presentation of such a certificate by the state is a mark of special merit to a girl who has succeeded on parole from the school. In Massachusetts girls are not committed to the school for a period of years; they are committed to the care of the trustees of Massachusetts Training Schools until they become 21 unless they earlier earn the distinction of honorable discharge. These twenty-seven girls had so conducted themselves in the school and afterwards upon parole that they were honorably discharged before attaining the age of 21. Three or four times a year such a group is graduated with proper ceremonies.

The law which permits the granting of honorable discharges for special merit was passed in 1915, since which time 339 girls have been so rewarded. The present group averaged 15 years of age upon admittance to the Industrial School, and they remained there an average of 1 year and 11 months before being sent out on parole to their own homes or to foster family homes. They now average a little more than 20 years of age. Eight of these girls are married,

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and eighteen of them have savings deposited with the Division of Juvenile Training aggregating more than $1,600.

The ceremonies were opened with a dinner at the school, exercises and the presentation of the certificates, followed by dancing. Among the special guests were the twelve women visitors from the Division of Juvenile Training, through whose efforts the girls' successes were largely made possible, and other friends and relatives of the girls.

AT the request of the governments of the three Baltic States of Finland, Poland, and Sweden a year ago the Assembly of the League of Nations decided to discuss at its meeting this month a resolution, to include the study of the alcohol question as a function of the League Secretariat. A plan of activity for the League was drawn up by a conference of experts which met in Geneva last January. Since that time three other European nations, Denmark, Belgium, and Czecho-Slovakia have formally joined the original three in urging the matter upon the Assembly, and within the past month official request has been made by the ambassadors of several of the interested governments to Secretary Kellogg in Washington. If officially invited to participate in a study of the alcohol question by the League of Nations the United States can hardly decline.

Under the Covenant of the League it is in Article 22 dealing with mandatory powers and duties over half-civilized regions that the liquor traffic with natives comes under international ban. Article 23 provides for the prevention and control of disease and is concerned with the traffic in opium and other dangerous drugs, under both of which headings it would appear logical to include a study of the production and use of alcoholic beverages. One could scarcely conceive of an efficacious protection of the woman and the child which would disregard the importance of alcohol, and as a matter of fact the Consultative Commission of the League, for protection of children and young people, has already taken up alcoholism as a determining factor. The supporters of the resolution see a further reason for active study of the alcohol question by the League in Article 23, Clause (e), for does not smuggling of liquor threaten the *"just and honorable relations between nations"* and interfere with *"freedom of communication* and of *transit,* and *equitable treatment for the commerce of all members of the League"*? Baltic States at their Helsingfors Convention, and the United States in its treaties with most of the maritime nations of Europe have practically declared liquor smuggling a modern form of piracy, a scourge uncontrollable by a state single handed. International peace which depends upon good understanding between nations is found to be seriously threatened by policies and laws of individual nations in the matter of alcohol traffic.

In the formal language of Geneva the approval of the resolution by the Assembly will mean that tasks both documentary and political would fall upon the Secretariat or a commission developed for this purpose. There will be required a central authority for collection of the facts of production and consumption of alcohol; of agricultural areas used for alcohol crops (grapes, barley, hops, cider apples); of persons engaged in manufacture and trade, wholesale and retail, the exportation and importation, and tax revenue from alcoholic beverages; the relationship of per capita consumption of alcohol to morbidity, mortality, dependency, and delinquency; the experience and practice of the various nations in teaching the effects of alcohol to school children; practical and profitable substitute uses for products now used to make beverage alcohol; agricultural uses for land other than for viticulture. Of a political nature would be the proposed Consultative Alcohol Commission in its service to the Permanent Mandates Commission, in its adjustment of the many problems which have developed since that signing of the International Convention for repression of smuggling, in assisting with accurate data when arbitration is sought to adjust conflicts between nations with radically opposed policies of importation and exportation of liquor.

When the matter is settled, and it is to be expected affirmatively, there will be a period during which other funds than those of the League will have to bear most of the cost of the new work at Geneva. Shall we see the nations which find alcohol of social benefit vie with others where profit is seen in its exclusion in generous support of an international clearing house of information and service? The International Bureau Against Alcoholism at Lausanne, Switzerland, supported by thirteen governments and at present a private organization, would probably be put under the authority of the League of Nations.

THE orchards of the middle west in the period of settlement are credited to Johnny Appleseed. In the same soil in the period following the Civil War many social causes took root. The seeding down of ideas was done by many hands, often unheard of outside their own localities, their presence made known by the springy community life and by the general progressive temper of the region when big issues were afoot. In the sixties Mr. and Mrs. William (Sarah M.) Scofield located in Washington, Iowa, and their home became a general center, young and old gathering there for inspiration, direction, encouragement. Mrs. Scofield's father had been a Lutheran minister in Ohio, her husband was a lawyer, she was a gardener for democracy in the life of that small western town. For nearly a quarter of a century before her death she had been a resident of Palo Alto, California, and in her later years her active interests did not flag. As a member of Survey Associates, she kept in touch with causes she had long held to heart. Only last year, her daughter wrote: "She has lived a long life sponsoring progressive movements through their period of unpopularity, has started and worked for many schemes for the betterment of the communities in which she has lived, and at the age of eighty-five has seen many of them bear good fruits. . . . The Survey stirs the 'war-horse' spirit in her—that is so anxious for Peace that it is willing to fight for it."

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HEALTH

Finding the "Lost"

By ALICE M. HILL

IT is better economic policy for the farmer to make a slight expenditure for solder than to continue to milk the cow into a pail with a hole in it. Tuberculosis clinics are faced with a similar economic problem but many of them fail to realize it. Too many patients are diagnosed tuberculous only to be permitted to stray from under supervision. It costs money to diagnose a patient. This cost includes the services of the physician who makes the physical examination, of the nurse who searches out the suspect and who attends during the examination, and of the directing executives, as well as overhead expense such as rent, heat, light, water, janitor services. All these are direct charges against the cost of the patient's diagnosis. Indirect, but proper, charges include also some share of the cost of weeding out the numerous non-tuberculous in the search for the tuberculous. Obviously the average cost of finding a tuberculous patient is appreciable.

That many patients are lost from sight, some as soon as diagnosed, is a matter for serious consideration, both because of the waste of funds expended and because of the loss of dividends in the form of increased health protection. Figures for the actual number "lost" vary according to the community and are not easy to obtain. During the year 1924, according to the report of the Department of Health for that year, 2,921 cases were removed from the register of the tuberculosis clinics of the New York City Health Department for non-attendance.

It is not stated how many of these patients placed themselves under the care of private physicians and how many "removed to some other address and could not be located." The number of cases so removed from the register exceeded the number of new diagnosed cases added to the register during the same year by 199. In Chicago during 1924, 1,959 patients were discharged by the dispensaries as "not found," while 5,276 new cases were diagnosed by the dispensaries during the year; at the close of the year 30,758 were under supervision. (Biennial Report for 1923 and 1924, City of Chicago Municipal Tuberculosis Sanitarium, pp. 61, 65, 71.)

A situation analogous to that in the clinics exists with respect to those cases reported to the health departments of cities. During 1925 the Boston Health Department "undertook one of its periodic surveys to determine the present condition of the 12,540 cases of pulmonary tuberculosis which according to . . . office records were presumably alive and living in Boston. Of these 12,540 cases, 9,106 were found to be still alive and living in the city . . . Of the remaining 3,434 cases, about 3,000 were so completely lost as to make it impracticable to try to find them or to learn what had become of them with the resources at the command of the Boston Health Department. (Monthly Bulletin, Health Department, City of Boston, March 1926, p. 1.) Boston assumed that nearly all of them had left the city. In New York City at the close of 1924 of the 28,471 diagnosed cases in the register, 6,114 were listed as "homeless and not found." (City of New York, Department of Health Report, 1924, p. 54.)

We are told that the clinic can not afford to spend very much time hunting for these patients. But can it afford to spend as little as it does? An investment has been made in the diagnosis of the patient. If he continues under the care of the clinic or places himself under the supervision of some private physician the investment probably will be profitable. But of what value is the diagnosis alone, or the diagnosis plus a bare start on supervision? The patient who is "lost" may not think himself ill. Possibly he is in the early stage of the disease. By the time he is "found" again by the clinic or by a private physician the tuberculous disease may be so advanced that arrest is practically impossible. Meantime he may have been spreading the disease to others.

A patient once discovered seldom needs be "lost" if some one connected with the clinic has a slight detective sense. Unquestionably it is easier for a local agency to keep track of a patient than for a sanatorium to do so. Yet in North Carolina, with almost no local workers to fall back upon for aid, the State Sanatorium knows what has happened to nearly every patient who has left the institution in the past thirteen years.

How can so many patients drop completely out of sight between one visit and the next? How many genuine attempts are made to find the "lost" patient? It would appear that many attempts stop when the nearest human being accessible reports that the family has moved to parts unknown. Why should not the searcher go a bit further and ask if there is not some friend of the patient who can tell where the latter moved? Even in large cities almost every person makes a contact with someone nearby who can give some information regarding that person and will, if properly approached. The storekeeper may know. Or, if a household moved, some one moved it. It is a good idea for the clinic to be on close terms with the firms which do the moving of the city. Why not ask the police officer on the beat? The postman frequently will be of help. In smaller places the postmaster as a rule is glad to render service.

GOVERNMENT rules prevent giving out information about forwarding addresses but usually, if he feels he cannot give a definite address, the postmaster will be willing to state that the patient has or has not moved out of the district, city or county, which the clinic serves. Of course the patient who has moved ought to be referred to

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the appropriate organization in the new community to which he has gone, and the sketchy information outlined from the postmaster will not permit of this, but if the patient is known still to be within the area there is greater incentive to make the effort to find him.

Do clinics make the use they might of the central bureau, to be found in the majority of communities of any size, which registers the cases known to social agencies? Because tuberculosis is a health rather than a relief problem, data for comparatively few cases known to clinics are sent by the latter to such a bureau. It is only on the cases for which a clinic sends data that the bureau makes a report to the clinic as to other agencies interested in the patient and new addresses learned. If the names of all the "lost" patients were to be compared with the names of cases on file with the registration bureau, a considerable number would be "found" again. This procedure need not involve the registering of cases with the bureau not considered within its field, or more clerical work than that necessary in transcribing the new data found.

In communities where many cases slip from sight might not the social history of the diagnosed case be enlarged a bit with a view to making the finding easier? Would it be considered unethical to ask to what lodge the patient or some member of his family belongs? Or to ask for the address of a relative inclined to stay put?

If the family of the patient includes a child of school age the teacher should be able to furnish the new address to responsible inquirers.

If the patient or some member of his family has an occupation another person with the same occupation is likely to know about him. People of the same mental caliber are likely to know about others with similar interests. Some years ago in the course of a survey of mental defectives in a rural county the persons making the study were interested to find that when a mental defective seemed "lost," another mental defective, even one who lived twenty miles or more away, could be found to give the directions needed to locate him.

The agents of industrial insurance companies often know patients and their addresses, since they call in the home at frequent intervals.

Frequently persons of one family name know where another of the same name lives, even though the latter may not be related or known by sight.

Rarely would it be necessary in tracing patients to employ all of these aids. From certain sources of information, as the postmaster and the registration bureau, inquiries could be made by the wholesale at intervals. If the workers in the district were to keep in mind those patients who have dropped from sight and conscientiously desire to locate them, they would find that a surprising number of leads would crop up in the course of the performance of their regular duties.

The chief essential to having a small number of "lost" cases is the determination that no cases whatever shall be lost.

Solder up the leaks!

Work for the Ex-Tuberculous

By ALICE CAMPBELL KLEIN and GRANT THORBURN, M. D.

THE chief problem of the ex-tuberculous patient is the choice of work, which is suitable not overtaxing. There has been little but generalities upon which to base vocational advice in these cases. Three years ago, in response to the need and demand for such information the New York Tuberculosis and Health Association began a three-year experiment in supervised placement for the tuberculous. This experiment has yielded some definite facts which are of sufficient importance to warrant their publication in advance of the comprehensive study of the cases which is in preparation.

The suggestions which are the outcome of this study are made primarily for patients with inactive disease and a negative sputum, in whom the disease is in a quiescent, apparently arrested or an arrested condition. Further special limitations on jobs other than those noted, of course, would be necessary in cases of bone or skin tuberculosis, or in the presence of such complicating factors as heart lesions, partial blindness or other additional disabilities.

First, perhaps, should be noted the types of work which have been found to be *unsuitable* for these people. For the sake of the public, they should not take positions which require:

Handling of food or drink, or handling or washing dishes. (Handling wrapped bundles is allowable.)

Any work with non-tuberculous children under working age.

Work on unsterilized articles, such as clothing, toilet articles, or toys, which non-tuberculous children will use.

Work which brings the patient in close personal contact with other persons, such as barbering, or dentistry.

Jobs involving muscular strain, particularly on the chest, such as carrying, lifting or pushing. This eliminates all farm work, and all such work as carrying heavy sample cases, bell-hopping, running freight elevators, heavy porter work, delivery work and chauffeuring where repairs have to be made.

Occupations which are unsuitable for the sake of the patient include:

Jobs which cause general fatigue, such as would be incurred by stair climbing, excessive walking, constant standing, or working under nervous strain. This includes such jobs as canvasser or collector, inside watchman where stairs must be used, department store clerking when there is no opportunity to sit down, and piece work where high tension must be maintained.

Work where the immediate job or those near it involve fumes or marked odors. This covers industrial processes where acids are used, such as metal polishing, battery making, soldering, manufacture of celluloid novelties, all paint work, banana oil processes, operations on fancy leather goods, cigar making, press room work in the printing business, and so on.

Processes where the immediate vicinity or the general atmosphere is dusty, such as carpentry or leather work where no blower system is provided; cement work, stone-cutting, mechanical dentistry, lens-grinding, and certain forms of polishing, buffing, and the like. These jobs and those in the preceding group are, of course, particularly to be avoided by those whose throats are tuberculous or even inflamed.

Work involving extremes of temperature, draughts, bad air, or exposure to inclement weather. In this group are included work in cold storage plants, in rooms where many gas heaters

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or Bunsen burners are used, subway jobs, work on elevated railroad lines except where proper shelter is provided, and most work on docks or other draughty places. Pulmonary tuberculosis is, of course, sometimes complicated by emphysema and asthma, and such jobs as these are particularly to be avoided in such cases.

Processes involving marked vibration, such as is felt in operating certain machines—the pebbling machine in leather work, for instance, the bottom-leveler machine in shoe manufacture.

Jobs averaging more than nine hours a day for shop workers or more than eight hours a day for office work—with the possible exception of watchmen's jobs or other positions where the duties are not active. This cuts out much of the seasonal trade work where overtime is required in the rush seasons; and it also eliminates most bank and insurance work, since overtime is frequently required.

All jobs where there is not a reasonable amount of sunlight, ventilation, and sanitation, and where more than three flights of stairs ordinarily have to be climbed to reach work.

Though it certainly is easier to tell the ex-tuberculous patient what to avoid than what to do, the three-year study of the New York Tuberculosis and Health Association has disclosed five general occupational classifications within which the average patient may find satisfactory work. These are:

Professional, executive, or artistic work where the responsibilities are not over-taxing.

Clerical or office work which is not greatly rushed.

Light factory work which involves none of the hazards listed among the unsuitable occupations, such as: assembly, packing, inspecting, testing, labelling, cashiering, machine feeding, simple machine operating; many of the skilled processes in the light trades, such as cabinet work, jewelry-making, pen point work, the needle trades when conditions are good, lamp-shade work, bookbinding, radio operating, clerical work; monotype operating (linotype work is not suitable), work on eyeglass frames, and so on.

Odd jobs as light porter, telephone operator on small switchboards where individual mouthpiece is used, or bell-boy, when the duties are somewhat varied and, therefore, not fatiguing.

Almost any position from director down to orderly in a tuberculosis sanitorium, provided no heavy manual labor is involved. The special advantages of the sanitorium regime and the constant medical surveillance often are somewhat offset, however, by the danger the ex-patient runs of becoming institutionalized unawares. For this reason, one often hesitates to recommend sanitorium positions for young people.

THERE are conditions external to the job itself which may affect a given job adversely from the standpoint of the ex-patient, and these must be borne in mind. For instance, a long subway or train trip to and from work, or the unavoidable mingling and jostling with great crowds, add to the strain of a working day. Therefore, if these cannot be avoided, the day's work should be proportionately shorter.

We know, too, that the patient's peace of mind—or lack of it—is an important factor in the amount of fatigue which his work induces. Therefore his work and surroundings should be, so far as possible, familiar; the income he derives therefrom should be adequate; he should have a feeling of permanency on the job and some prospect of advancement in return for doing his work well.

Not the least essential to the needed feeling of security is the knowledge that the employer is aware of his tuberculous condition and does not fear it. This, and the ex-patient's confidence that his work is not going to prove harmful, all help to minimize his exhaustion at the end of the day.

IN classifying ex-patients according to work capacity, the following points are basic:

The duration and history of the disease.
The character and extent of the lesion.
The symptoms of the disease, if any.
The complications to the pulmonary condition, if any.
The previous work history, particularly since the onset of the disease.
The intelligence and probable cooperation of the patient.
The patient's home conditions, so far as they can be learned.

On the basis of these seven points, each person referred for placement should be placed, according to work capacity, in one of the following groups. The jobs should be chosen not only in accordance with this work-capacity classification, but with the principles outlined covering suitable and unsuitable jobs.

The suggested classification is:

Maximum Capacity.—Those able to do a normal day's "selected" work. That is, eight hours' office work, or nine hours' shop work, up to twelve hours' inactive work.

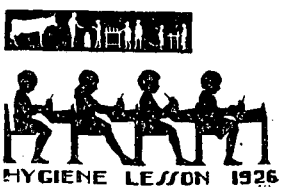
Limited Capacity.—Those able to do part-time "selected" work.

A. Six hours under ordinary conditions.
B. Four hours under ordinary conditions.
C. Four hours' work, seated, done during the daytime and in a work place near the home.

Minimum Capacity.—Those able to work in specially supervised surroundings only, that is, in a sheltered work shop, or sanatorium. This may also include home work provided the patient does not have to call for and deliver the product.

Each patient should be studied by his own physician and his individual work capacity described in terms which the placement worker can understand before a job is procured for him. The classification is suggested in order to make this possible—it is somewhat similar to the one already in use in the heart clinics.

We believe that through this the placement worker can interpret the physician's estimate of the patient's work-tolerance; and also that the physician in making recommendation for these patients, should describe them not only in terms of the classification of disease, but also add to it the work capacity—and thereby a great advantage would be gained in the suitable placement and the intelligent advisement of the tuberculous case.



Courtesy of the American Child Health Association

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Fifty-three Experiment Stations!

By HAVEN EMERSON, M.D.

CAN we afford it? Don't we really care to follow science? Does experience stop at state boundaries? Do tubercle bacilli behave as inconsistently as people?

In the eighty pages of State Health Department Supervision in the Control of Tuberculosis, Robert E. Plunkett, M.D., Director, Division of Tuberculosis of the New York State Department of Health puts us on parade, state, territory, and district, laughing when he is not weeping at our irrational and incompetent performances. At least he shows what a ludicrous matter is much of the statistical record keeping, how uneven is the work to find and heal the tuberculous, how trifling has been the advance through these twenty-five years of wordy warfare under the aegis of the double bar cross.

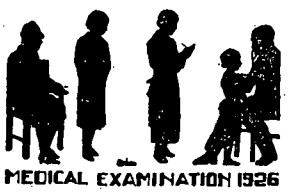
The National Tuberculosis Association publishes this pamphlet. Go! get it! you tuberculosis executives, visiting nurses, local associations for health. Read, ponder, and perhaps even act, on the scourge of facts given by your state departments of health, and assembled fairly so that all may read and understand.

How can we act as if we had arrived, in the social or civic sense, or continue blithely in a maze of make-believe when even in the best equipped, richest, least illiterate, most law abiding of states we find that almost one half of all tuberculous patients who die were not reported at all or only after death? In the name of all the barn-doors-closed-after-horses'-exits what are we as a people thinking about? Would the underwriters make any trouble for a city if 45 per cent of the fires were allowed to burn themselves out? Yet almost a quarter of all the cases of tuberculosis reported by the death certificate were never even acknowledged to the Health Officer, in New York State's population, even after the patient's death.

While the amiable optimists of Framingham declare there are ten cases of detectable tuberculosis for every death per annum, and the hypercritical Allan Krause proves that five active cases can be found for each annual death from this disease, and while the very lowest common or garden health officer ratio is accepted as three cases per death per annum, there are only two states which have reached even this last lowest goal, and only five more states in which from two to three cases of tuberculosis have been reported for each death registered from this disease. In only twenty-six of the states or territories were there as many patients with tuberculosis reported as there were deaths from the disease. Talk about ostriches, their middle initials must have been M. D.

And even when tuberculosis is reasonably well reported as in Kansas and Maryland we find that rarely are as many as 20 per cent of them discovered in the incipient stage of the disease. Furthermore each year shows a smaller rather than a larger per cent of all reported cases, classified as in the incipient stage. Almost uniformly each year in New York State over 30 per cent of all reported cases of tuberculosis are found to be in the advanced stage of the disease at the time of the report.

Baldly stated it is certainly not by virtue of an intelligent, consistent, uniform public health control that tuberculosis has diminished as a cause of death. While prosperity lasts tuberculosis is certain to continue its fall to a subordinate place among the first ten causes of death. Dr. Plunkett's study is heavy with implications, and offers incentive to modesty on the part of health officers and tuberculosis associations.



BOSTON has opened still another Health Unit, the fourth in her public health plan, and the third under the cooperation of the George Robert White Fund. Four years ago the Boston Health League and allied interests urged and secured the application of the income of the George Robert White Fund to the development of Health Units. This Fund given by a public spirited business man totals several million dollars. Its income is to be applied to "works of public utility and beauty for the use and enjoyment of the inhabitants of the city of Boston." The first Unit was constructed in the North End; the second in East Boston; the third in South Boston. It is one of the terms of this gift that all public utilities created under the Fund shall be maintained by the city out of public funds. It is the practice therefore in the establishment of the Health Units for the city to conduct them through its department of health. The same architects have had charge of the development from the beginning, so that this third unit combines all of the advantages and seeks to eliminate the few disadvantages thus far discovered in previous construction. No expense has been spared to make the building and its equipment adequate to the proposed uses, yet there is no unnecessary adornment to be found. The x-ray, dental and other equipment in this last unit cost some $35,000. In the building are housed branch offices of the Overseers of the Public Welfare, the Family Welfare Society, the Catholic Charitable Bureau, the Boston Provident Association, the Jewish District Service, the Community Health Association, and other private incorporated charitable enterprises, in addition to the city Department of Health. Jointly the group conduct a series of clinics drawing the public schools closely into cooperation.

WHAT twenty years has meant in the movement for child health is suggested in the silhouettes on this and the facing page, taken from the charts prepared for the last annual meeting, of the American Child Health Association. Stiff gymnastics are giving place to free play; cut and dried book lessons to actual practice in the habits that make for health and growth; while the expansion of routine medical examinations to include the education of the mother and follow-up by the nurse helps to make them more than a matter of formality and statistics by setting in motion the desire and the means to correct the physical defects which they disclose. In twenty years the infant deathrate of this country has been cut by more than 50 per cent and the general expectation of life lengthened by ten years, but the number of mothers who die in childbirth in the United States continues higher than most of the rest of the civilized world and even shows a slight increase in rate. For reproductions of these drawings and graphs in chart or slide form write the American Child Health Association, 370 Seventh Avenue, New York City.

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COMMUNITIES

Lions' Libraries

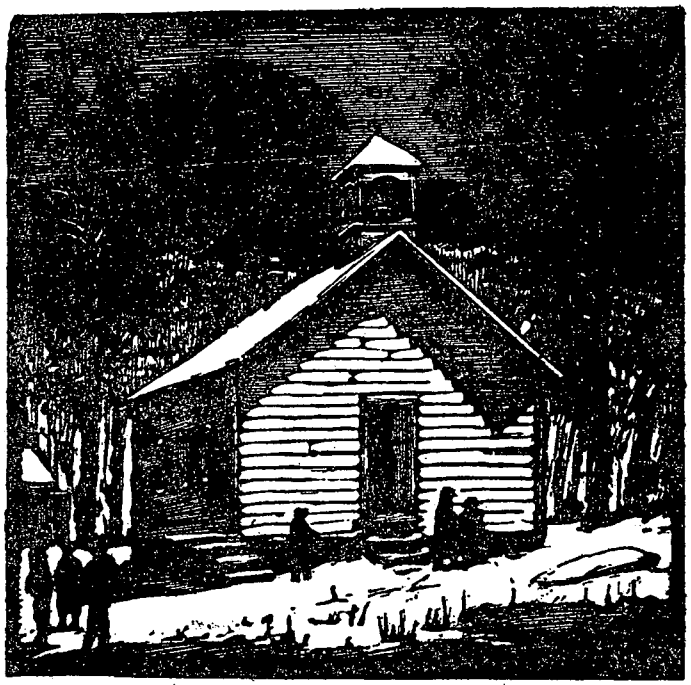
By MAI A. CLINEDINST

AS the fall term opens in the little red brick country school houses of York County, Pennsylvania, hundreds of boys and girls will be looking forward to the books which the Lions' Club of York brings them each month during the school year. Realizing that the elementary grades give the best opportunity for guiding children toward good reading, the Club appointed a committee in 1925 to look into the library plans outlined by the Lions' International the previous year. Examination of this project led to the discovery that it was not practical for York, owing to the limited facilities of the town library, but after conferences with the writer it was found possible to extend to the isolated schools of the county the system of small circulating libraries which had been started in the public schools of the town some years earlier.

By this plan collections of twenty carefully chosen books are sent to the schools and left there for a month in the charge of the teacher. The books are issued at least once a week for reading at home or in spare moments at school, so that each child has an opportunity to choose several in turn, and often to read all of them. The books are housed in substantial wooden boxes equipped with hinges, locks and handles, which serve as an open bookshelf in the classroom and as a closed container in transportation. A list of the contents, an itinerary of transfer dates from schoolroom to schoolroom, and a simple charging outfit are enclosed with each traveling library. The boxes are circulated by volunteers from the Lions' Club, who make themselves responsible for their distribution on the allotted dates and thus keep in personal touch with the children and their reading.

A report blank is sent out every month from the Club to record the circulation of books in the individual rooms and is returned to the Club. Little time or energy on the part of the teacher is required. In some instances one of the older pupils has charge of the library hour. At the close of the school year the libraries are returned to the Lions' Club for inventory. Books and boxes are examined for repairs. Wornout books must be discarded, plans for the coming year are discussed and additional books are bought and catalogued.

At the start a survey of rural schools was made with the approval of the county school superintendent to determine which schools were most in need of aid, and the teachers of these schools were invited to a meeting at the Lions' Club at which instructions as to methods of charging and distribution were given. The library committee of the Lions, aided by the women's auxiliary and the public school librarian, prepared and catalogued the books and arranged them in the traveling boxes, which had been made by two Boy Scouts, sons of two members of the Lions' Club. The first year there were twelve collections of twenty books each, selected from a list of standard titles submitted by the writer. The average cost was $30 for each box of twenty books, not including the construction of the boxes. The third month of operation showed 1,032 readings of the 240 books, an average of five readers to a book and an excellent testimonial of the children's appreciation. Last year there were 30 boxes or a total of 600 books in circulation over four different routes leading from York, and the estimated readings during the school year showed a total of at least 30,000, and this fall the number of boxes and books is to be doubled. The Lions' Club of York recognizes the traveling libraries as its major activity and budgets an appropriate sum each year for maintenance and development of the service.



Woodcut by Herbert Pullinger from The Woodcut of Today, London Studio

The District School

Discussions and dramatizations of the books in the classrooms show that they are carefully read. Interest moreover is not confined to the children alone, for parents and older brothers and sisters eagerly anticipate the arrival of a traveling library. One little girl who was reading Joanna Spyri's Heidi at home was asked by her mother, who was illiterate, to "read her the pictures." Not satisfied by pictures alone, she then asked the child to read the book aloud and the next day sent her to school with the question, "Where is Switzerland?" In the isolated roads of York County, Pa., new worlds are being opened to the imagination, new interests established.

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New Towns for Old

By GEDDES SMITH

THE wily peddler in the story of Aladdin's lamp, who went up and down the streets of Baghdad crying "New lamps for old," was trying to get the better of his customers. He knew that a very special virtue lay in the old lamp which he hoped to take in trade—a magical power for which no amount of shiny new brass could compensate.

But since his day the cadence of his cry has been borrowed hundreds of times by reformers who have persistently turned the phrase inside out. New lands for old, new creeds for old, new thoughts for old, they have cried, and they have sincerely believed that the new thing they offered was so much the better that the wise man would hurry to his doorstep to make the exchange.

John Nolen uses the phrase in this sense as the title of his suggestive and encouraging book on town planning (New Towns for Old, by John Nolen. Marshall Jones Co. 177 pp. Price $3.00 postpaid of The Survey), but he gives himself away on the jacket for he has allowed his publishers to decorate it with a drawing of a perfectly good Gothic church designed by that arch-revenant Ralph Adams Cram —a draft of the old vintage if there ever was one. The fact seems to be that Mr. Nolen is in love with his old towns, and for that very reason creates new ones—a paradox which gives me the text for some comment on the new towns in his book and some others.

What are the virtues of an old town? What comes to mind when we hear reference to Old Lyme, or old York, or old Nüremberg? In my mind the picture is of something established, gracious, lived-in—picturesque, but not deliberately so. Old places grew to be the way they are. Why are they now beautiful? For one thing, because they were built for use by the builders, not for exploitation by realtors. They had to be livable because they were designed for daily wear and tear. There was a singleness of motive in their construction which, coupled with something solid and cohesive in the culture of which they were an expression, gave them esthetic integrity.

More than this, as Mr. Nolen points out in one of his introductory chapters, the old town of the New England species was characterized in many instances by a shrewd adaptation to its site, by a natural and inevitable civic center, and by a matter-of-fact road system—leading where people wanted to go, instead of criss-crossing in the arbitrary fashion of Philadelphia or the New York of 1811. Mr. Nolen is neither so eloquent nor so emphatic in his praise of the Puritan village as Lewis Mumford in Sticks and Stones, but both agree that it worked. Even Boston's maligned streets, Mr. Nolen points out, were intelligent in their original intention and still provide "a strikingly desirable basis of natural growth to work upon."

From the virtues of the old town it is an easy step to Mr. Nolen's summary of the essentials of a new town—the sort of new town in which he is interested, not the sort that is devised merely to pay a smashing profit to the promoter and to lure the home-buyer with smart promises of "appreciation" in the value of his purchase. Mr. Nolen suggests four essentials:

1. The new town or city should have the right location, the right site geographically. This is a matter of primary importance, and is related closely to national, state and regional planning. . . .
2. The local plan for a town should be based upon topographical conditions, and be worked out in right relation to railroads, main highways, water frontages or other controlling natural features. . . .
3. The character of the new town should be rightly conceived with reference to its purpose and the use of the land. . . .
4. The probable size of a town must have some consideration; otherwise the fundamental planning, the parts not easily changed, cannot be satisfactorily determined. . . . The uncontrolled growth of cities is the problem that gives gravest concern today. . . .

It is amusing, by the way, to note how closely the New England villages of Mr. Mumford's panegyric fit these principles. He makes much, in the opening chapter of Sticks and Stones, of their adjustment of plan to site and function, and points out how the town that had grown to the full limit of convenience and orderly administration solved the problem of increasing population by simply spilling over into a new settlement—an excellent precedent, in miniature, for the process that Mr. Nolen now foresees:

There is a limit to the size of cities. What this limit is may be open to discussion, it is true, but human capacity to organize and govern, or at any rate the law of diminishing advantages in cities in proportion to cost (like the law of diminishing returns in agriculture) will sooner or later fix a limitation to the size of existing cities and compel new populations to establish settlements elsewhere.

But it would be unfair to Mr. Nolen to imply that he is a propagandist. He is rather the technician who has thought through his problem, who recognizes the sharp limitations of replanning in existing cities, and who turns with more enthusiasm to the alternative—the creation of new ones. While he is careful to point out that "both solutions must be employed to the full and both must go on concurrently," he finds in the community less need for conservatism in planning, more hope of really contributing to human well-being.

FROM this point of view he presents a number of his own projects—new towns with old virtues, some of them; others old towns renewed. The two that best illustrate his "reasons of major importance for building new communities"—first, "to take care of territories that are from time to time opened up for settlement," and second "to meet modern requirements and standards by new planning"—are, respectively, Kingsport, Tennessee, and Mariemont, Ohio.

Kingsport, as presented here, sounds like a utopia of enlightened self-interest. A straggling farm village in 1915, it had grown ten-fold by the end of the war. It was created by a railroad which penetrated territory rich in undeveloped mineral and other resources, and which needed business. A favorable site inviting economic possibilities, and com-

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petent team-work seem to have interacted to produce a well-planned and efficient manufacturing city. Ten large concerns united in the Kingsport Improvement Corporation, which secured a sound fundamental plan and which makes decent housing available on reasonable terms to both white and colored workers. Their joint paternalism, with the city-manager government as a partner, has gone so far as to provide group insurance for the entire population. Here is a peculiarly American variant of the garden city, with the element of joint control and continuity of development supplied not by a cooperative corporation but by a group of employers who recognize the mutuality of their interests and the economic value of good living conditions. Mr. Nolen, naturally, writes as a planner and not as a sociologist; it would be interesting to know how life is actually lived in Kingsport; what differences appear between the atmosphere of a ten-company town and a one-company town; what has been the effect of wage and price changes since the war.

Mariemont, briefly described in The Survey when it was first projected (see The Survey, March 15, 1923), came into being because Mrs. Mary M. Emery of Cincinnati was interested in good housing for workers. It is not, however, philanthropic; the project is organized on a commercial basis with the expectation that it will pay something like two per cent on the investment. Mariemont lies ten miles from the center of Cincinnati, and has been laid out with careful regard for the nature of the ground—a rolling plateau bordered on one side by the sharp bluffs that drop to the shore of the Little Miami River. Planned for a population of not more than 10,000, it had already attracted about 1,400 people when I saw it six months ago. At completion it is to house not more than six or seven families to the acre. At present it is a white-collar-and-professional suburb, with houses selling at from nine to twenty-five thousand dollars. Later, when the Mariemont Company has found just the right sort of factories, with steady employment and good wages for skilled and semi-skilled workers, it will have its own industrial section with lower-priced but still decent and comfortable housing.

Since Forest Hills Gardens was built we have learned that a planned town need not look like a picture-book: Mariemont was parcelled out among a number of architects and shows plenty of variety in building materials and architectural treatment. There are no radical experiments in house-design, although such devices as the stub-end road, more familiar abroad than here, are used. The charm of the place, which like most new developments still looks rather like a seven-year-old with two or three front teeth missing, is in its informality and scale. The business block already erected is ingratiating rather than impressive; the church and school are not too grand; the winding streets are livable.

The Mariemont Company is holding business sites for its own exploitation and has written zoning and building restrictions, effective until 1975, into its deeds of sale. But there is no effort to control resale, or to prevent overcrowding in the existing apartments. One wonders what will happen to this oasis when Cincinnati grows out and enfolds it.

Mr. Nolen escapes some embarrassment, perhaps, in limiting his text to a discussion of his own work. But I, for one, regret that he did not go further afield and evaluate some of our other new towns—Longview, Washington, for example. This, "the most talked about city in America," as the company's booklets have it, was farm-land until 1922. By 1926 it claimed a population of 11,600, and it is headed for 50,000 and up. Fifty miles from the mouth of the Columbia River, on deep water, and fifty miles nearer the sea than Portland, it intends to make a vigorous bid for the trade and manufacture of the Douglas fir country. The Long-Bell Lumber Company bought 14,000 acres of land as its site, employed Hare and Hare, with the late George E. Kessler as consultant, to plan it, and is now engaged in promoting it on a grand scale.

There is no question as to the magnitude of the physical achievement which Longview represents. It is competently and handsomely planned for an important future, and I am assured that it already has an abundance of clubs and civic organizations and an enjoyable social life. But when one tries to find out just what manner of new town this is, there are curious anomalies.

I paid a hurried visit to Longview a year ago and find myself still puzzled by it. I arrived at night, and was driven magnificent distances to a brilliantly lighted and smartly appointed hotel. The clerk was affable. The bellboy literally ran down the corridor with my bag. The waitress, whose footsteps echoed through the empty dining-room, took my order with a jaunty "all righty." The welcome was almost too eager. From the window of my room I looked into the darkness and heard mellow chimes from an invisible church. But in the morning from the same window I discovered that close by the six-story hotel was a huddle of what looked like sawed-off box-cars. This, I learned, was Skidville. When construction was begun, four years before, shacks were run in on skids to house the workmen. They were still there, and were still housing somebody. I was told, in various quarters, that some of these two-room shacks held families of six, eight, ten, twelve people; that they rented for seven dollars a month; that they were only temporary and would soon be removed. Perhaps they are gone now, but off on one fringe of the town I found a double row of quite new and apparently permanent little houses, spaced about three feet apart, with two or three rooms apiece, and, like the Skidville cabins, with outdoor toilets to be shared by several families. The sight was somehow perplexing in a model town.

The main street of Longview runs from the hotel to a neat railroad station (a combination that somehow didn't seem homelike). But from the railroad station, when I was there, you could go only to the tall timber! The railroad gave passenger service only between Longview and Ryderwood, a remarkable permanent logging camp in the woods. After building its railroad, Longview asked to have some passenger trains run over it. But that involved

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diverting them from the main line of the Southern Pacific, which runs through Kelso, Longview's neighbor on the east. Kelso was there first, and had ambitions of its own. Kelso does not love Longview, and its trains stayed at home. And there you are!

The Long-Bell Company hires its workers at approximately the market rate. Its enormous mills, capable of sawing a million feet of lumber in a working day, require many men who are paid not far from $3.50 a day. Its executives are paid considerably more. To accommodate families from both extremes of the pay-roll, as well as the miscellaneous citizenry, Longview must provide a wide range of housing. It has done so, and has separated one kind from another in curiously regimented sections. Around the central part of the city, bordered by a river, a range of hills, and a park, are a ring of "additions," each with its name and fixed boundaries, each with its own scale of rents and minimum building values. As these, and a few business blocks, are now the only parts of the city that have filled in to any considerable extent, the effect is that of a pie which has been methodically cut and then pushed apart as though the pieces were not quite fit to associate with each other.

A preplanned town must, of course, anchor its business section and its civic center and other focal points, and, I suppose, it must then wait patiently for the interstices to fill up. But I began to wonder about preplanning of this sort when I walked, or was driven, over blocks and blocks of paved but empty streets in Longview. Here stood the hotel, far from the railroad; there beside it the public library, far from most of its readers; at the center of town the shops, far from their customers. A town doesn't grow that way, left to itself. Is there no middle course between the wasteful process of spreading, tearing down and spreading again that most cities go through (but which is at least organic and natural) and this business of condemning your early settlers to live for years with the stark, gaping skeleton of a city?

Longview is a new town competently developed by business enterprise for business purposes and, no doubt, in the hope of large profits. It is no longer a one-company town, for the Weyerhauser lumber interests have decided to put a mill of their own alongside Long-Bell's on the waterfront, which, with the very meager exception of a public dock, is reserved for industrial exploitation. But the influence which dominates it is naturally that of Long-Bell and its president, of whom we read in one of the company's publications:

> The library is the gift of Mr. R. A. Long to the city he founded, as part of the 1925 program of a plan whereby he intends to spend at least one million dollars of his personal fortune within the next five to seven years, in the development of the civic center, the beautification of the city's park system and in assisting the city to establish an exceptionally good school system.

Longview is a new town oddly combining paternalism and hard-headed foresight. Mariemont is a new town deriving its origin from one public-spirited woman. Kingsport is a new town jointly promoted by a group of manufacturers. When will the United States produce a new town that—like the best of the old ones, and like the English garden-cities of today—is the work of a genuinely cooperative group united first of all by their wish for better living?

THERE is many a road to Americanization and one of them leads through gardens, according to the successful work of Mrs. A. Tucker, Americanization teacher of the Fullerton (Cal.) Union High School, described in a letter from Blanche Halbert of the Research Department of Better Homes in America. For two years little progress in Americanization had been made with a group of Mexican fruit growers, housed admirably by the Placentia Orange Growers, but unfamiliar with American ways and means. Then Mrs. Tucker, with the aid of a Japanese neighbor trained in flower arrangement, set out to interest the Mexican women in their homes through their gardens. Flowers were carefully tended in the common backyard which had been little more than a dump—and with their use in the home came other improvements, white tablecloths to make a background for the vases, cleanliness, order. In 1926 came the Better Homes in America Campaign, and the enthusiasm for exterior cleaning-up was carried over into a project to equip a borrowed empty house with discarded furniture and furnishings to show a model home. The women mended, painted, upholstered with artistry as well as thrift. The campaign arranged competitions for the cleanest and best arranged house, for the prettiest garden, the best needlework, most artistic flower arrangement, and above all, for the best-cared-for and best-behaved family in the Fullerton Grammar School. The prizes were pieces of the reclaimed furniture from the demonstration cottage. The City Nurse Association participated with a sideshow of well babies at the Fullerton Health Center; the High School opened its practice house every day and evening for inspection, and offered its orchestra of 70 pieces to play the overture of an operetta given by 100 grammar school children before an audience of 1,700. There were home garden contests, kitchen contests, home library contests, essay contests in all of which the schools, civic and social organizations took part. The whole demonstration cost the community $39 plus united effort and ingenuity.

SHARING of play in home and backyard by parents and children is suggested as a permanent major objective in the recreation program outlined by the Division of Community Service of the General Federation of Women's Clubs. With increased emphasis on this, declares Mrs. Dolly Dean Burgess, chairman of the Division, "the inevitable spread of recreation to include the neighborhood and the community would be very much accelerated." The other three points stressed in the minimum list of objectives are a community self-study, recreation afternoons or evenings twice a year for the "financially or physically unable," and a general program once during the club year carried out in cooperation with local recreation authorities.

AS A "first guide" for the reading of people who wish to become acquainted with some of the fundamental social problems of today, the Committee on Philanthropic Labor of the Philadelphia Yearly Meeting of Friends has published a brief bibliography edited by Donald Young of the University of Pennsylvania. The table of contents includes the unstable family, child welfare, poverty as a social problem, the community, alcohol and the drug question, disease control, race problems, crime and the treatment of criminals, mental hygiene, populations problems and international peace. Copies may be obtained from the Central Bureau of the Philadelphia Yearly Meeting, 154 N. 15 Street, Philadelphia, Pa.

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EDUCATION

Sharing Ideas With the Country School

By AGNES DE LIMA

IN my early working days when administrative reforms and efficiency schemes seemed the only objective worth striving for, I helped survey the rural schools in a wealthy Connecticut suburb. My chief was a statistician with a flare for graphic representation and we evolved a rather startling series of charts and diagrams and damning photographs portraying the miseries of the poor schools of this the richest town in America.

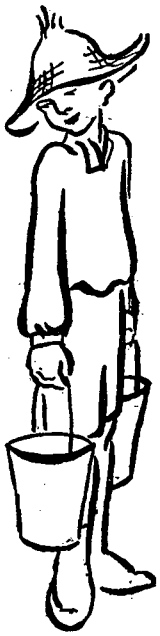
We contrasted the elegant garages and stables of the rich with the humble schoolhouses of the people; we proclaimed that far more money was spent yearly on gasoline than upon education; we displayed pictures of schools located in swamps, with battered leaking roofs and flooded hallways; we exhibited unsanitary drinking pails and disease breeding dippers; we had diagrams of wretched privies set uphill from the school well, and a variety of other flagrant floutings of the laws of health and common decency.

We arranged our exhibit in the central school in town, and succeeded in arousing so much popular feeling that the board of councillors at its next meeting voted a quarter million dollars for a new school plant.

"But," asked one iconoclastic survey worker, when the chief told the news, "what's the use of all those nice new schools if they are just going to do the same old things as before?"

Which under the circumstances was hardly a gracious question.

Yet it is a question not put often enough in all the agitation of the last decade or more to improve our country schools. For like too much current educational discussion, problems of efficiency and mechanical procedure take first rank. Here, for example is a federal bulletin entitled, Constructive Tendencies in Rural Education. After declaring that "rural education is still the weak spot in the American educational system," the author states that within the last two years "there has been a decided tendency toward complete emergence of rural education from the realm of sentimental oratory to that of statesmanship and professional achievement." In evidence, the pamphlet is devoted entirely to discussing such matters as equitable school support, certification and training of teachers, supervision, administrative units, and school consolidation. "Statesmanship and professional achievement" indeed!



© Child Health Association

Yet there are signs of a different view of things. The State of Vermont, Dorothy Canfield Fisher says, is taking a new look at the long despised little school at the crossroads. (See The Survey, June 1, 1926, p. 293.) People there are discovering that just because it is small and informal and real, with its roots sunk deep in the soil of each local community, it offers opportunities in the way of education which modern educators seek vainly in the large, well equipped, but artificial, graded schools of the city. Instead of striving to eliminate district schools as so many states are doing, "everybody that is anybody in Vermont" is seeking to improve them materially, to raise salaries, secure better teachers, supply better books and maps and other equipment.

In the State of New York, this same discovery of the intrinsic value of the country school is also being made by alert women. One of them lives in a midstate county which I shall call Indian County, and she has been making her discoveries and acting upon them for a term of years. The kind of work that Mrs. Russell has been doing is one which if it could be developed and duplicated by groups of women throughout the state might well revolutionize rural living. I say rural living advisedly, not merely rural schools. For as most of our schools are conducted, schooling is one thing and living is another. It is living that interests Mrs. Russell, living as an art, not as a business or a pedagogical "project."

In these one-teacher schools that Mrs. Russell has been visiting, despite intolerable physical neglect, scantiness of supplies, and bleak isolation, she found teachers and children living together with a vitality and a spontaneity never achieved in the sterilized atmosphere of most city schools.

Yet their living she saw was not nearly so fruitful as it might be made. Abject poverty and neglect are serious handicaps, and so are the clogging traditions of school routine. To Mrs. Russell's unpedagogical eye, it did not seem so very serious that children in any tidily graded school can out-spell or out-read or out-memorize these country girls and boys—a fact made much of in official treatises on the rural school problem. There are other gains in a country child's education that are perhaps even more important than speed in acquiring literacy. What is a tragedy is that most country teachers and pupils are entirely cut off from the dynamic ideas that are animating the world. They are starved for supplies it is true—in many places such elementary requirements as blackboards, globes, maps and books are conspicuous by their absence—but they are far more starved for content, for ideas on which their minds and spirits can feed.

But first a word more about Mrs. Russell who has somehow become the Conveyor of Content to great numbers of spiritually hungry people up and down the country side. She has the means to give lavishly and her private benevolences are many. But she prefers to share the good things of life with people. The best things of life she sees quite clearly are ideas. So the thing she is doing most persistently and in

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ways altogether unique is to share ideas with others. For years, despite serious ill health she has opened her home to large public meetings on every liberal subject on earth. She has induced prominent men and women on both sides of the Atlantic to speak on international affairs, on British labor, on reconstruction, on peace, on strikes, on birth control, on civil liberties, on education, etc. For several summers, she has held at her summer home a most unusual conference on Human Values, to which are invited not only a hundred or so friends and townspeople but the most promising students of a dozen or more colleges. This desire to share ideas led Mrs. Russell into the district schools of Indian County.

SHE went to them with material on international good will, thinking that this kind of matter might prove useful in teaching history. And then she became interested in these little forgotten groups of teachers, each with a handful of children, set down on this impassable road or that, visited by no one, save once a year by the county superintendent; given a lordly syllabus to follow, but skimped lamentably as to equipment and supplies—and in general despised by everyone and by no one so much as by themselves, as filling a job of no importance. She became interested, but she was also appalled by what she saw. She came upon broken and infirm old men of seventy holding down the teacher's chair, or brash untrained girls and boys, not even high-school graduates, taking on the work for a term or two to save money for "a real job." There were schoolhouses so battered and ancient that she wondered how they were still standing. One, located in a swamp, was condemned and ordered to be moved, but the trustees found that it would fall apart if they tried to take it to high ground so they left it where it was. In this place eight children were being "educated" in seats too small for them, under the tutelage of a youth entirely destitute of any intelligence in outlook. Treatises on agriculture dated 1839 were the only supplementary reading matter in many schools, or there were no books at all. "No, I have no globe or maps and no prospects of getting any, for taxes are coming in slow," one teacher declared. Many indeed told of going down regularly into ill-lined pockets to buy needed books and supplies.

A hopeless task to help such schools, you say? Perhaps, to anyone less intrepid or possibly more worldly wise. But Mrs. Russell went on from one school to another, to thirty in all, keeping in touch with the teachers constantly, winning their confidence, filling in the worst of their gaps as regards equipment, and pricking them constantly with suggestions of better ways of accomplishing what they wished to do. Her observations were often the unexpected. "I have only eight children this year, and last winter I had sixteen," one girl complained. "Why, my dear, you are to be congratulated," Mrs. Russell told her, "you can do twice as much for the eight as you could for the sixteen!"

HER interest in these schools set Mrs. Russell to studying the principles of the "new" education. She began to see how admirably these principles might be applied in these small informal country groups. Both teachers and pupils live in a tangible world which offers as much education outside the school as in. Jo Hicks works a farm along with "keeping school"; Daisy Herring, whose brothers have all left home, dons knickers after school hours and helps her father plough; not a boy or girl but does farm chores of one sort or another. It needed no pedagogue to tell Mrs. Russell what a deal of education is implicit in these homely tasks, or how comparatively easy it would be to make the book learning relate naturally to the work of home and farm.

Moreover inside the school, just because groups were small, life could move with the naturalness and spontaneity that modern educators crave for children. "My children are not all here now," one teacher explained, "two boys are out chasing up a lost cow, but they'll be in real soon." Another teacher wrote of her school situated with a lovely view of the Catskills, and only half a mile from a place called High Rocks, "where we used to go last year for noon hour picnics." Still another described the cozy homelike hot lunches she and the children got together over their stove, the boys and girls taking turns at cooking and washing the dishes.

Yet naturalness and spontaneity can degenerate into tedium and insipidity without some source of fruitful inspiration. And when even the mechanical means of work are lacking, matters are worse. Mrs. Russell began herself to supply necessary equipment. A globe here, a blackboard there, a reading chart in another place. And always books. Books for the children to read, books for the guidance of the teacher, books and magazines and pamphlets without end. For most of the teachers she has subscribed for The World Tomorrow, and besides she has sent them many special numbers of the National Geographic Magazine, the Christian Century, the Survey Graphic, the New Republic, Progressive Education. She has sent them pictures, curios from the Orient, posters, suggestive courses of study from other schools, and publications on world peace. The books sent one teacher alone included, The New State, by M. P. Follett, The New Social Order, by Harry Ward, Sanderson of Oundle, by Wells, An Experiment with a Project Curriculum, by Ellsworth Collings, besides a host of books for the children of that school, Alice in Wonderland, When We Were Very Young, Lear's Nonsense Rhymes, J. Russell Smith's Human Geography, Carpenter's How the World is Fed, and volumes by Dickens, Scott, Hawthorne and Thackeray.

YET, says Mrs. Russell, all this is but to scratch the surface of the need. She has not evolved any very clear philosophy—who has?—of how the need may best be met. She is certain merely of one or two things. One is that the district school belongs in the community and that it might be made a source of strength and richness rather than remaining as now a melancholy relic of the past. Yet most schemes suggested for its improvement are concerned merely with material gains. "We think that the way to reform anything is to make it bigger or more efficient," Mrs. Russell will tell you. "We complain of the drift to the city, yet we do our best to accelerate the process. We foist city courses of study on country schools, and when we have at hand a valid country institution like the district school we preach consolidation and seek to make it as much like the city school as possible—a steel and concrete building, elaborate ventilating systems, and grading systems no less elaborate.

"Instead, the reforms of the country school must come from within. We need more experiments in them like the one so productively developed by Professor Collings in a

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Missouri rural school, where for four years he dared to dispense with the formal curriculum as such, and instead worked out with the children a series of stimulating projects related both to their own needs and to the needs of the community. After all the reason why our rural schools are suffering from pernicious anaemia is because they are not willing to be truly rural, to become the real center of rural culture, but follow instead the will-o'-the-wisp of academic learning. One of the wisest educators of our generation has said that the community is the true educational institution. The kind of work the community does, and its attitude toward work, its standards of health, forms of recreation, economic and social resources, even its physical topography, all are influencing the children growing up there far more profoundly than anything that goes on inside the school. The place for the country teacher to begin is with himself and with the myriad ways in which the community is educating its children for good or for evil; he must supplement the good where necessary, and correct the evil as far as possible. The children will help him mightily in the task. Read how Professor Collings' children dealt with the typhoid danger in their county. When we have a few such rural schools operating in the country we shall hear less about the need of consolidation—save perhaps of schools for older children—and we shall hear less too I fancy about the drift to town. Country living then will have become too absorbing an adventure."

American Education Abroad

By SYDNEY GREENBIE

ONE of the results of the rapprochement between Europe and America since the War and the current era of pretentious good will mixed with social and political confusion is the new lease on life that has been given to the education of Americans abroad. In former times the sending of a student to Europe to attend a European school was an end in itself and marked the finishing off process by which somehow the defects inherent in American methods were to be overcome. Latterly there has been an about face. A school for Americans in Europe has come to require not merely an American head with a few European teachers but more and more the staff and the control of the school must be in the hands of Americans, trained in America according to American methods and needs. This may sound chauvinistic, but unless this fact is carefully considered, any of the conclusions with regard to tendencies in European educational methods are bound to be misunderstood, for it reveals not so much that Americans are proudly becoming content with their own as that Europeans are beginning to realize that there is something in American methods for them.

Into the details of European education for European children we cannot here enter. Rather, we are considering the problem of Americans who are sending their children abroad to be educated, not for Oxford and Heidelberg and the Sorbonne, but for Yale and Harvard. There are popping up here and there in Europe American schools that announce not merely the teaching of European languages in Europe and the finishing off of American youths with a veneer of European culture but most emphatically the preparation for American universities with all the requisites in sports and honors. Americans who now go abroad for culture take a goodly portion of it along with them.

Then why do they go abroad? The education of Americans for several years in Europe is only the laboratory method carried a logical step forward. If we are going to learn languages which in this country are infrequently spoken, we must learn them abroad. Thinking internationally is natural to Europe where so many nations live side by side, but in America it is an anachronism unless it is an outgrowth of experience abroad. The cost of transportation from this country to Europe is not as great as from California to Connecticut, but those who can afford to send their children to any but public schools are now as ready to send them to Europe as they are from one side of America to the other. Furthermore, the fact that for the time being it is cheaper for many Americans to live abroad has also created a greater demand in Europe for schools that will not hinder the progress of the American child along his way to American colleges.

This combination of circumstances has brought about the new tendency in the education of Americans abroad. Several schools have been started which, apart from the modern languages, steer as far as their budget will allow entirely away from European methods and European masters. They surround themselves with all the appurtenances of the Europe which the American demands. Chateaux of mediaeval design, battle abbeys, ancestral homes of titled people, retaining the color of European aristocracy, resound to the otherwise harsh exactions of the American college boards.

In the main, of course, the schools for Americans in Europe have been essentially of the finishing school variety, that is, with no excess educational idealism as ballast. They served their purpose when they took the young off the hands of traveling parents, and if they also got him into college they more than earned their keep. The fly-by-night parents dropped a student for a few months and picked him up again later. It was next to impossible to achieve impressive educational results and the Europeans who looked on shrugged their shoulders and put it down to

Woodcut by S. R. Ahu, courtesy of The Open Road, Inc.

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American lack of culture. Of course those who had traveled in this country balanced things a bit better, but still there was little in Europe to recommend American scholastic ideals to the sober, thorough and exacting semi-military educational regime of the Old World.

Since the War, however, a change has come. Not only have some very fine old chateaux come on the market, which make an excellent base for a school with an inexpensive beginning, but, as has been said, the rate of exchange makes living on the continent accessible to many people of moderate means. As in the Far East, where Americans and Britons reside permanently and are forced to establish their own schools, so now in Europe. This affords a model of our sober school ways for Europeans to observe. There is, for instance, in Paris the American High School, which was founded by Americans to meet their own needs, and is a cooperative enterprise making available grammar and high school education for people of moderate means. The principal is a graduate of Mount Holyoke College and the teachers come from American universities. Talking to the principal, I learned that her methods and her control of the pupils were a constant source of interest to the French people.

Miss Fontaine's school in Cannes, Miss McJannet's school at St. Cloud, the American School for Boys in Paris, are creditable enough but they have attempted nothing unique nor advanced in educational theory.

Last year the first real adventure in the foundation of an American school in Europe was undertaken. Prynce Hopkins, a man of wealth who some ten years ago established an experimental school in California, determined to undertake something on broader lines in Europe. After buying an attractive chateau twenty miles from Paris he thoroughly renovated it, added dormitories, tennis courts, baseball diamond and also a map of the world, covering several acres, laid out with seas, lakes and rivers as an aesthetic and practical aid to the study of geography. He has secured a French Directeur and an American, Thomas Burton of Teachers' College, as his American head master. With these two anchors to the traditional and practical educational requirement to make sure that nothing that is necessary to take boys to college is neglected, he has set out to fulfill a purpose of his own: "limiting ourselves to boys of already promising character, to develop in them the power to live the most usefully and happily in this world of disconcerting realities. It is part of our idea, too, that both usefulness and happiness rest on the same foundation. Chief among these are: self-understanding, not too inhibited emotional life, a disposition to enjoy vigorous objective living rather than pursue pleasure for itself, an intellect disciplined to face facts in the scientific spirit and finally a sympathetic understanding of the technical and cultural achievements of the race."

A searching psychological study of each boy's personality and emotional difficulties will be made, while the free current of the American scientific approach will be added to all that European cultural mellowness can give. In brief, it is Mr. Hopkins' purpose to release the vital energies of American youth into the channels of modern life by the application of all that modern psychology has made available, freeing at once both pupil and teacher and yet paying all possible respect to the inevitable educational necessities.

Thus, unaffected by the usual limitations which come from the difficulty of meeting one's bills, yet with a sober realization that progress and evolution are patient and sluggish forces, the Château de Bures, as this American school for boys in France is called, promises to give Europe a tangible and near-by example of what an American application of the principles of the "new education" can accomplish.

RECOGNIZING the importance of having "valuable and absolutely impartial textbooks in use in our public schools," the American Federation of Labor Committee on Education has made a study of "the method and reasons for the selection of those textbooks now in use," a report of which has just been published. (Who Selects Textbooks and Magazines in the Public Schools? American Federation of Labor, Washington, D. C.) A questionnaire was sent to the public school authorities of 184 cities, and 150 replies were received. The committee asked: Do you have free textbooks? Upon whose recommendations are the textbooks selected? Who has the final decision in the selection of the books? Is there a formal report regarding the selection of these books? How often are there changes in the textbooks? Is there a standing committee of teachers appointed to keep informed on new texts and to recommend changes and additions to the approved list? How are any magazines on the approved list selected? Chief among the recommendations made by the committee on the basis of the study are: free textbooks in all public schools; selection of texts by a joint committee of school teachers and school administrators; a formal report as to why each text is chosen.

CHANGES in the status of military training in various schools and colleges during the past school year are outlined by George A. Coe, chairman of the Committee on Militarism in Education, in a recent report: "Discontinuance of bayonet combat in R.O.T.C. and C.M.T.C. by order of the War Department; revision of at least two standard manuals of military training, deleting many passages of barbarous and objectionable character; removal of all military training from the Cleveland High Schools, R.O.T.C. from Hampton Institute, of compulsory drill from Boston University and C.C.N.Y.; introduction of bills in both Houses of Congress for the elimination of compulsory military training from non-military civil educational institutions, and Committee hearings in the house; disapproval of compulsory drill expressed by President Coolidge, Federal Council of Churches, American Federation of Labor, the Presbyterian, Northern Baptist and Disciples National Conventions, the National Council of Jewish Women, Women's International League for Peace and Freedom, and about fifty other church and educational groups in various states; the formation of state citizens' committees opposed to militarism in Nebraska and Massachusetts and inauguration of a campaign in Great Britain by the British National Council for the Prevention of War to get the War office out of the British Schools. On the other hand, the year saw the introduction of Naval R.O.T.C. units in Harvard, Yale, Georgia, University of Technology, University of California, University of Washington and Northwestern University; the initiation of the Munitions Battalion; interference with free speech for peace in a number of colleges."

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The Mental Hygiene of the Working Girl

By H. W. STEVENS, M. D.

I SUSPECT that any man with the boldness to attempt a discussion concerning the mind of woman prepares for himself the same confusion of mind described by Mr. Dooley. In the confidence of young manhood Mr. Dooley wrote a book upon the subject "woman". In more mature years as a result of adverse criticism he decided to revise the book. After much perplexity he finally hit upon the happy idea of solving the whole problem by means of certain addenda to be placed at the end of the book. So he wrote "wherever this book reads 'is' substitute 'is not'; and wherever it says 'is not' read 'God knows.'"

But I am not prompted by any spirit of trifling levity in recalling Mr. Dooley's facetious confession of despair. On the contrary I am moved by a profound regard for the gravity of any attempt to apply a new and experimental invention like mental hygiene to an age-old question—the mind of woman.

I am not prepared to admit that it is quite appropriate to create a special class of women to be named "the working girl." Presumably the working girl is understood to be the girl or woman who gains her livelihood or occupies her time in some industrial or mercantile pursuit. There appear no natural age limits to the group except the legal limit which determines for business the age at which a child becomes girl or young woman. The only upper limit that can satisfy any reasonable definition of "work-in girl" seems to be the limit set by retirement or permanent physical disability.

Paul Nash in The Labour Woman

The office worker

Definition should be particularly helpful in a discussion of such uncertain ideas as "mental health" and "mental hygiene." But I do not venture to propose a definition of either of these ideas. I can however with assurance call attention to the fact that "mental health" refers to a state or condition, and "mental hygiene" to the ways and means of securing or preserving that condition. Mental health is the desired end; mental hygiene the means to that end.

Furthermore there is a very real difference between practical mental hygiene and ideal mental hygiene. Practical mental hygiene has little to do with a science of mental health: some of its accepted devices may even do violence to the principles of sound mental health. Practical mental hygiene is mostly concerned with expedients and arts for handling social and business troubles arising from the queer and disturbed minds found in business or elsewhere. One modern authority upon industrial hygiene states that "the principle function of the psychiatrist in industry is to apply ordinary common sense to the mental problems of the employe."

We are prone to desire not vigorous mental health but rather mental sedatives. Practical mental hygiene can often provide this type of relief by its ingenious readjustments of unpleasant relations. But there can be no doubt that a more ideal and fundamental hygiene of the mind is to be desired—a hygiene that in the sphere of the mind deals with factors of mental health as elemental as good food and air and sunshine in bodily hygiene. Perhaps, indeed, mental hygiene is mostly physical after all; and as with physical health, the desire for sound, vigorous mental health may point us back to a more intelligent hygiene of childhood and infancy or even beyond.

Common sense expedients, however, that can bring out of bad situations more tolerable adjustments are not to be despised even though practical mental hygiene often appears less concerned for the victim and more concerned for others affected by the victim's difficulties.

One girl about eighteen, a store worker, has not been endowed with nature's common defenses against the ordinary mental and nervous shocks of the day's routine. She is found frequently in the health department upset and in tears over some trivial disappointment. She grows pale and thin and uncertain of herself, and comes to depend upon the emotional support of some stronger personality. It becomes evident that she was not built to stand the strain of business: accordingly in cooperation with her parents arrangements are made for her to go as a nurse girl with a family in the country. A few months later she visits her former work associates apparently in perfect physical health and for the first time merely talking with her does not bring a deluge of tears.

Another girl of about 20 loses many months away from

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work because of disability which several physicians believe actual mental disease that may prevent her from ever returning to store work. This girl is much depressed and her mind plays her strange tricks, but talking with her reveals one cherished desire: to have again her job and to work and "be like other girls." Permission is finally secured from the president of the business allowing her to come back to her old work for a few hours a day merely as one more experiment in treatment after physicians and hospitals have mostly failed. Within three or four months this girl is doing full time work and today, after nearly five years, she is a successful, cheerful worker.

Another girl of twenty-five to thirty years was reported by an employment department as being nervous and hysterical. To the physician she did appear intense and irritable but her behavior was not hysterical; on the contrary she was able to make an unusually well-poised estimate of her own nervous condition. She firmly believed that for her health she needed a change from certain unpleasant job surroundings. It was evident that her claim was made in good faith and not as an excuse. Apparently the remedy for her nervous condition was the change of work she desired. Of course it is not always possible to adjust the affairs of a business to the peculiar needs of one individual and in this instance the proposed transfer could not be granted. The girl accordingly quietly withdrew from the organization to seek more satisfying work elsewhere.

There seems to be a persistent doubt about the "morals" of the working girl. Naturally an interest in morals is not irrelevant, but with the viewpoint and perspective given me by the experiences of my work such a question immediately recalls a picture published in Life some years ago. A city girl stands on the slope of a hill looking off toward the western horizon; behind her in the picture is a sty with pigs wallowing in the mud and a farmer leaning over the fence gazing intently at his favorite animals. The girl standing erect, her face alight with the vision of the setting sun, is saying, "Isn't it a beautiful sight!" The farmer, never lifting his eyes, replies, "They be purty, ain't they?" The "morals" of the working girl is a matter in which perhaps the chief concern should be the right viewpoint and perspectives.

Those of us who know something of the stories of thousands of working girls and women are quite keenly aware of the mental and nervous instabilities that sometimes involve them in unfortunate work conflicts or distressing social tangles. But quite beyond the scope or even the need of any of the practical devices of mental hygiene there is a great host of workers, younger and older, whose essential woman instincts are safeguard of the integrity of the woman mind in business. Indeed when we physicians and social readjusters have made our best contribution we must realize that our labors are but patchwork concerned mostly with adding a few clumsy repairs or removing a few trivial blemishes from a great fabric essentially intact and beautiful in the pattern of its original design.

I am convinced that in the main the working girl is her own mental hygiene and that she is using well her job, with all its limitations, as a mental hygiene aid. The instincts and desires and purposes that go to make up the woman mind are insistent forces demanding healthful expression. It seems to me not an unwarranted flight of fancy to see expression of the same creative and fostering instinct in the intent play of the baby girl with her Christmas doll and toy furniture and cook stove; in the concentration of the four-year-old in nursery school deftly using hammer and saw in constructing her own house from a small packing box; in the chatter and the flutter of flapper age romance; in the dreams and plans and activities that are specifically home interests; and also transformed into the energy and organized work of industry.

The essential qualities that determine the character of the woman mind not only survive but are even glorified in new and unexpected revelations by the complex, sometimes sordid, conditions of business.

Only a few days ago I sat in a men's smoking room. It was after the luncheon hour and the room was almost empty of its habitual loungers. After a time I was aroused from my reading by a scraping and jostling of chairs moved about the floor, and I became aware of the sweeping woman busy at her afternoon task of cleaning up ashes and the remains of cigars, cigarettes, matches, soiled and rumpled newspapers and other unattractive refuse. With manifest industry she pursued the work created for her by the habits of the male frequenters of the smoking room—business men, and even hygienists concerned for the mental health of working girls. She was a little woman with stooping shoulders and an impassive face that suggested actual mental depression. As she worked nearer my seat I spoke to her and asked, "How many times a day do you clean this room?" With little sign of interest she said, "Twice." I then asked, "How many hours a day do you work here?" With the same dull face she answered "Eight." Then she brushed away diligently with her broom. Again I tried, "Well, do you have any work to do at home?" The little stooping woman stood erect! Her face lighted up and with a smile that encouraged me to think I was being especially honored with a rare glimpse into a great secret she replied, "Ah yes, and there's no end to that!"

The People's College in Cassel

By ANNA L. CURTIS

As the youngsters of the continuation school physiology class clattered down the stairs, they met an older group of men and women, wearily toiling upward for a lecture on the same subject, after their hard day's work. These were apprentices and day-laborers, housemaids and housewives, factory-girls and clerks, who were coming together week after week to learn of the construction of their own bodies.

In a near-by building, a group of twelve or fifteen young clerks and bank-workers struggled with the eccentricities of English conversation, led by an American boy in his twenties. For this People's College of Cassel, Germany, tries to give the courses that its students need and ask for, whether in foreign languages, in popular science, or in home-making. English, of course, is the most desired foreign language, and this was the most advanced of several groups. A series of conversations about the United States had brought them to the subject of the Negro and his place in American society.

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"Did you ever see a Negro lynched?" asks a youngster, voicing the general European idea (fostered by the American newspapers most seen on that continent) that your true American gets a divorce after breakfast, and a new husband or wife for lunch, while a little lynching-bee serves as a before-dinner appetizer. The American shakes his head in horror, and tries to explain that lynching is, after all, far from being a popular amusement in the States.

The Cassel *Volkshochschule*—People's College—is one of the scores of similar institutions which have sprung up in Germany in the last few years. Before the Revolution, a paternal government had established several institutions for the education of adults whose schooling had ended at fourteen. In these places, workmen and women studied what the government thought would be good for them to know, taught in the way in which they ought to know it. Since the Revolution, people's colleges have appeared like weeds everywhere. Nobody knows how many there are. Saxony is said to have eighty or ninety. Thuringia publishes a little paper devoted to the people's college movement in that province.

THIS, of course, is using the phrase "people's college" in its broadest sense. Many an ambitious group begins its *Volkshochschule* with one course and one lecturer, in the fond hope that other courses, lecturers and students will be added unto them. Sometimes, their hopes are justified; sometimes the school falls to pieces overnight. Nevertheless, this popular desire for education is so great as to fully justify the word movement.

The thinking workmen in this beginning republic are anxious to take a real part in their government. "It did not matter who was elected to the Reichstag before," they say. "The members often talked very loudly, and argued a great deal, but they were never allowed to do anything but talk." But it does matter now; or it can be made to matter. And so, courses in economics, sociology, and the history of industry, are among the most popular in the German people's colleges, although much emphasis is also laid on general culture and development, in the eight or ten institutions which are old enough and large enough to have a settled policy, and to decide what they will offer, instead of accepting what they can get. Of these eight or ten, the Leipsic *Volkshochschule* (see The Survey, Oct. 15, 1926, p. 83), with its 2,500 pupils, is the largest. Next in size are probably those at Jena and Cassel.

The Cassel People's College, founded in 1919, had about a thousand students a few months ago, nearly half of them taking more than one of the once-a-week courses. The charge for each lesson period ranges from about 5 to 10 cents. The teachers, for the most part, give their services free. Some of them spend their days teaching the children of the men and women whom they instruct at night. Others are doctors, pastors, city officials, or even artists, all giving their time and strength in order to raise the educational level of the apprentices, day-laborers, clerks, and house-workers who come to them night after night.

Of course, the small fees paid are far from bringing in enough to cover even the small expenses of the college, and the city of Cassel now contributes toward its support. During the three or four years of hard times and currency inflation, before this official recognition, the institution received several hundred dollars annually from the Quakers, who, as their relief work merged into reconstruction, believed this particular people's college, because of its leadership, to be of especial value in building up ideals of democracy among the people.

To reach the school, the aspirant for knowledge seeks Mauer (Wall) Street (so called, evidently, because of the high stone wall which runs along one side). The other side of the way is devoted to business in its less attractive phases—warehouses and wholesalers, with heavy trucks pulling jerkily over the uneven cobbles. A more unlikely street for an educational institution could not be imagined; and the college is in the least likely building on the street. There is a great arched entrance, big enough for a wagon to drive in, and with always a cart—horse or hand—unloading bales and boxes for the wholesale dry-goods establishment on the second floor. Within one finds a cavernous interior, with piles of merchandise in unexpected places and, in the midst of the boxes and bales, a massive wooden stair-case winding upwards.

Guided by faith alone, the would-be student begins to ascend. Then to his joy he sees painted on the irregularly plastered wall the word, "Volkshochschule", with an arrow pointing upward. At every curve there is the encouraging sign and the student, thus stimulated, arrives at his goal hardly knowing whether he has climbed three flights or five.

But here, at last, are the two offices of the school and the three other little rooms where the director and his wife make their home. Scant space for an organization which is directing the education of a thousand students.

The work is divided into several sections, the first being World Survey, Religion, Education; and the next Poetry, Art, Music. Under Industry, Society, History come the economic and sociological studies of the school. Nature speaks for itself; so also Mathematics and Languages. There is a section for domestic science, child training, and the like, for women and girls.

An interesting feature under Art is the system of personally conducted visits to quaint Old Cassel, to the wonderful picture gallery, and the fine museum. Thirty or forty persons attended each of two such tours which were held in the museum at the same hour on one of the weekly Sunday afternoon visits.

ONE of these groups was listening to a lecture on religious statuary of the Middle Ages, with a group of statues of that period as illustrations—mostly madonnas, with a few bishops and a St. Sebastian or two. It was startling to the unsophisticated observer to find that these statues were merely hollow wooden shells, carved to stand flat against the wall, and as thin and light as possible. Even an apparently solid stone figure was hollowed out to the utmost. The lecturer lightly held it above his head as he talked, while his disillusioned audience giggled.

The other party was studying porcelain and *faience*, learning to distinguish the Chinese product from the English or German and eagerly absorbing the guide's remarks on good taste and his scathing comments on the period which covered its pottery with writhing gilt snakes and blue bulrushes.

The school has music classes and choruses, gymnastic exercises (floor work only; they have no apparatus), plays, lectures by well-known men; weekly hikes (to see nature as well as to walk); trips of a week or more, to study botany, geology, local history, and so on. By these and other means, the Cassel *Volkshochschule* tries to educate its

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students, in body, mind, and spirit. To quote from its circular, it "hopes to give aspiring men and women from all walks of life opportunity for general development. It tries to cultivate community of interests and is, therefore, neutral in politics and religion."

There is great need for such schools in the Germany of today. Side by side with this hunger for education is a lack of desire for anything uplifting. Again and again one sees such statements as this from the thinkers of the country: "What the mass of the German people sees today, especially since they turned their backs on the church and such spirituality as this might offer, is work, eating, drinking and pleasure; and they will remain stuck in the bare materialism of these things unless the beacon of a spiritual community-life is again uplifted. The great task of the people's colleges is to help bring back this spiritual community-life."

New Pamphlets

FOURTEEN IS TOO EARLY: *Some Psychological Aspects of School-Leaving and Child Labor, by Raymond G. Fuller. National Child Labor Committee, 215 Fourth Avenue, New York.*

A study of child labor in the light of what mental hygiene has taught us about the needs and the dangers of early adolescence—a scientific rather than an emotional argument for a national child labor law.

THE LEFT WING OF THE GARMENT UNIONS. *Issued by the Joint Board of Cloak, Skirt, Dress and Reefer Makers' Unions, 130 E. 25 St., New York. Price 10 cents.*

An analysis of the issues of the unfortunate split in the garment unions, from the viewpoint of the "radical" wing.

THE FUTURE OF CAPITALISM AND SOCIALISM IN AMERICA: *A Symposium by Sam A. Lewisohn, Scott Nearing, Colonel M. C. Rorty and Morris Hillquit. League for Industrial Democracy, 70 Fifth Avenue, New York. Price 10 cents.*

Development of three attitudes on the question: first, that capitalism is cleaning its own house and developing an industrial democracy within its own structure; second, that a class war impends in this country; third, that capitalism must swing into a completely socialized society.

THE VIRGINIA NEGRO ARTISAN AND TRADESMAN, *by Raymond B. Pinchbeck. Phelps-Stokes Fellowship Publications, University of Virginia, Richmond, Va.*

"The progress and the condition of the Negro in the field of the skilled trades of Virginia and the South."

INDUSTRIAL GROUP INSURANCE. *National Industrial Conference Board, Inc., New York. Price 75 cents.*

Industrial group insurance treated "from the point of view of its importance as a personnel problem in industry."

WAGES AND HOURS OF LABOR IN THE MEN'S CLOTHING INDUSTRY, 1911 TO 1926. *Bulletin of the U. S. Bureau of Labor Statistics No. 435. Government Printing Office, Washington. Price, 10 cents.*

A detailed picture of changing labor conditions in an important industry during a period of change and swift growth.

WHAT industrial accidents mean in human terms, in the lives of boys and girls who try to run air hoists, elevators, punch presses, drills, trucks, and other complicated mechanisms which they have neither the strength nor the judgment to control, is told in the first chapter of a study of Accidents to Working Children of Ohio, published by the Consumers' League of Ohio, 308 Euclid Avenue, Cleveland, price 50 cents. The second half of the book is a careful analysis of accident statistics, based on a nine-months study of accidents to minors made by the State Bureau of Safety and Hygiene at the request of the Consumers' League and on a simultaneous study of compensable cases, made by the League itself. For the nine months period, 2,763 boys and girls in Ohio suffered accidents while at work. Three children died as the result of their injuries, 27 were permanently disabled, 563 were so badly hurt that they lost more than a week's work. Of the latter group, one out of every 14 was hurt on a job prohibited by the Child Labor Law, and less than half of them had working certificates required by law. The report recommends an increase of minimum compensation, double or triple compensation for minors hurt while illegally employed (see The Survey, June 1, 1926, p. 323) and prohibition of employment of children under 18 on dangerous machines.

A LOCAL of the Cooks and Waiters Union and a Student Workers' League to include all student workers have been organized at the University of Wisconsin. The students hope that through collective bargaining they can protect themselves against cut-throat competition, resulting from the demand of thousands of students for jobs in Madison, which has reduced the prevailing wage rate for student labor to thirty-five cents an hour. Glenn Frank, president of the University, states, "I am greatly interested in the proposed unionization of the wage-earning students of the university. . . . The student union may go far as an experiment in practical economics. Students may learn a wholesome respect for organized craftsmen if even a dishwasher is expected to keep up with standards of skill. And they may learn of what the strength of organization is made as they sound out and repair their own."

THE LABOR BUREAU, INC., established seven years ago "to meet the need of the labor movement for technical service, chiefly expert research in the field of economics," gives an interesting resume of services rendered in its annual report. Besides its New York office at 2 West 43 St., the Bureau now has a middle western branch in Chicago and a Pacific Coast branch in San Francisco. Its activities include the publication of a monthly economic news letter, Facts for Workers; assistance to labor unions in accounting and bookkeeping through the auditing department, and studies covering a wide range of industrial subjects. The Bureau has also furnished representation or expert testimony at hearings, before arbitration boards, national and state legislative committees.

RESULTS of a study of health conditions in the printing trades from 1922 to 1925, carried out by Frederick L. Hoffman under the joint auspices of a group of employers' organizations and unions have recently been published by the federal Department of Labor as Bulletin No. 427 of the United States Bureau of Labor Statistics. (Government Printing Office, price 30 cents.) In general "health conditions were found to have been decidedly more satisfactory than had been anticipated," and show, in common with the general population, a material improvement over earlier periods. One of the most pressing needs is for measures to conserve eyesight, since visual defects were of common occurrence.

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The Casework of Supervision

By GRACE F. MARCUS

MANY a competent caseworker thinks of supervision as a not altogether necessary nuisance and views the supervisor herself as someone who has renounced the satisfactions of casework in return for executive dignity and an increase in salary. The supervisor herself often remembers wistfully the thrills of direct contact with clients and rests uneasy in a superiority that bristles with difficulties. In fact she spends much of her energy trying to evade the stigma of her job. She soon learns that the distinction between the constructive criticism every student is vehemently willing to accept and the destructive criticism she indignantly rejects is very delicate indeed, and that the line between the two is as theoretical as the equator. Her supervisory existence becomes an unpleasant compromise between the demands of an executive and board who naturally expect certain things to be done and the innumerable varied resistances of those whose doing of them she has to supervise.

The core of the supervisor's difficulties lies in her relationship to the student. What is that relationship to be? May not the supervisor consider herself a caseworker whose casework must embrace not only the student's cases but the student herself? This demands, of course, that the supervisor investigate and treat the personal problems of the student as the latter investigates and treats those of the client. At first blush, the proposal may seem presumptuous, but what choice is there? Is it better for the supervisor to deal with every personal issue as a matter for executive action or to broaden her concept of casework to include those personal issues and so subject her handling of them to conscious analysis and control?

Of course it all depends on your definition of casework. Is it a collection of techniques justifiably used only on those who cannot help themselves, who cannot escape exposure to it, who have to submit to it to get assistance in overwhelming difficulties? Are its philosophy and methods such that they would offend the self-respect of the caseworker if she were to exchange places with the client? Or is casework an art of living, experienced by the caseworker, used by her to guide her own behavior, and so naturally expressed in all her relationships that to exclude any of them as beyond its province would be a violation of her personal as well as of her professional code? If casework is an art and a philosophy, and not merely a trade practiced on the handicapped and helpless, it has to be just as thoroughly a part of the caseworker's attitude toward herself as toward others and therefore the necessity does not arise for dividing those others into the sheep who are her colleagues and the goats who are her clients. The supervisor who is a caseworker in this sense formulates as her function something more than the full communication to the student of the techniques of investigation and treatment as these are commonly understood; she wants to develop in the student the capacity for thinking, feeling and living a casework that she need not scruple to employ on others because she has accepted it when employed on herself. The supervisor has gone through the same casework process of learning how to live and knows that the student must go through it if she is to guide her clients to a control of themselves and their situations. It cannot come through learning rules of procedure; it rests on understanding and personal development which furnish the real resources for that casework growth toward which we are all struggling. Without philosophy, technique becomes a bundle of sterile arbitrary tricks, useful if the caseworker has nothing else but dangerously separated from those creative sources which spring from living itself.

But let us come down to brass tacks to follow the adventures of a hypothetical student and a hypothetical supervisor. The student was first attracted to casework by her concern for unfortunates whose misery seemed to be inflicted upon them by material circumstances. She thought of them as the poor, the sick, the widowed, orphaned and aged. She soon learns that these pitiful externals which first enlisted her sympathy are complicated by problems of personality and behavior obscure and varied beyond her wildest imaginings. Some of them stare her in the face; others are masked.

No matter how thorough her theoretical training may be, when it comes to field work, one of the student's first problems is to see and to see beyond her immediate sympathies. It sounds simpler than it really is, for the young worker may see that a weak, lazy husband left his wife and children to starve, that a mother drinks and lets her children run the streets unwashed and unfed, and that a child of harassed, respectable parents steals everything he can lay his hands on, and yet she may be stone blind to the fact that the husband ran away from a good woman who did not allow him to call his soul his own, that the alcoholic mother finds her sober thoughts too dreary to bear, and that the thieving child steals his satisfactions because he has none that are legitimately his. The supervisor at once embarks on the task of awakening in the student an awareness to emotions and behavior, the meaning of which the clients don't recognize and the existence of which she has never had to explore in herself. Again and again, the supervisor has to stimulate the student's curiosity about what lies behind the scenes; this stimulation constitutes the initial phase of her casework upon her.

FOR example, the father in the case may be a ne'er-do-well with a record of alcoholism, wife-beating, and tearful grievances against employers, family and agency. The young worker missed him on all her calls and seems to have forgotten the necessity for interviewing him. The supervisor suspects that missing him was quite a relief and

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undertakes to find out why. She asks the worker what she thinks of the quiet, hard-working wife whose children are all devoted to her and allied against the father in a silent union of fear, dislike and contempt. She inquires into the beginnings of the alcoholism, the first loss of a steady job, the births of the older children in rapid succession, the wife's worry, nagging and absorption in domestic duties, the gradual accumulation of debts, and the obvious discrepancy between the father's limited wages and the burdens of the present plus those of the past. She interests the worker in considering the effect on the husband of having lost his place in the wife's affections, of never having attained any in those of his children, of being unable to pay the butcher and grocer, of being regarded as a failure by his own family, his wife's family and the neighbors.

THE supervisor discovers the worker had been viewing this man through the eyes of the wife, that she felt such a husband to be hopeless, a liability not worth further investigation. Without argument, the supervisor directs her efforts toward helping the worker to see through his eyes a world that is hostile, a wife who emotionally deserted him and children who resent his existence. She excites in the worker an interest in what this particular man wanted from life, how circumstances denied him, how he turned his back on reality, asserted himself by beating his wife on whose love and respect he no longer had any hold, and expressed complaints that were real to him if not true to the facts as others might see them. If she interests the worker sufficiently, the latter will meet the husband not as a disgusting bully of whom she is a little afraid, but as a man vanquished by problems that must be understood if anyone in the family is to benefit by the caseworker's activities. If the student realizes how he came to be what he is, she may help him as well as his wife, but if she cannot help him by adjustments that will bring into his life the satisfactions he needs for more wholesome behavior, she can at least explain him to the wife and alleviate the bitterness which is poisoning the entire household.

The supervisor repeats the process described above in case after case and in the successive situations that arise in every case. She knows, however, that the student's problem is not limited to seeing, that she would see for herself if it were not that she has a more fundamental problem, that of understanding what she does see. The student has to understand that each person plays the part he does, not from conscious choice or mere perversity, but because he cannot do otherwise. She cannot really understand if she succumbs to the temptation of believing that some special accident of race, heredity, constitution or external circumstance accounts for behavior so alien to her own private experience. This temptation is apparent to the supervisor in the student's unconscious reservations about the necessity for behavior that seems so cowardly, vicious or irresponsible to the student that she cannot think it quite human. The student wearies and stops with a reservation because she cannot quite give up the law and order she used to trust as governing human behavior. None of her clients has a clear case. It is only a question of going far enough to discover that the best and the worst of them are alike in being strange mixtures of love and hate, responsibility and helplessness, tyranny and submission, remorse and self-righteousness; that any villain is somewhat of a victim and any martyr something of a vampire. This may sound melodramatic and exaggerated but it is true. Many of us still deny its truth because it is upsetting. We don't like chaos and the dislike is healthy unless we close our eyes to its existence.

The supervisor knows that the student must get used to this underlying chaos and before she dismisses her reluctant glimpses of it as irrelevant nightmares must ask herself if after all chaos is not her first and most important business. She must learn that chaos is not so chaotic after all, that only that which we do not understand seems chaotic, and that this chaos of ours has its reasons, that these reasons in themselves are not bad, repulsive, morbid and disgusting, and that there are causes and effects which operate in the mental life of the client just about as they operate in the mental life of the caseworker. If the supervisor is to meet the demands of her role she must have gone through and survived the student's experience; she must have viewed this under-world and have come to terms with it. She realizes that the student is disturbed and knows that the only way she can ever escape is by plunging in, that otherwise she will suffer from blind-spots, be limited by her fears of what lies beyond the next corner and never control either her own situations or those of her client sufficiently to enjoy her work.

The supervisor has learned from experience that the caseworker can eventually accept any behavior without condemnation once she understands what caused it and that as soon as she can reconcile the abnormal and antisocial with the normal and social she is on the road to casework. Theoretically, the student knows that each individual's development is determined by his family relationships and that his early experience with the mother and father, his sisters and brothers established the patterns which he has been applying ever since to his advantage or disadvantage. The fact that supervisor, caseworker, student and client were all born into families and grew up under the influence of the personalities they encountered in their family group furnishes a common basis of experience on which they can all meet once they break down those barriers of race, religion, social position and personal endowment which obscure the fundamental similarity. The supervisor knows, however, that the student cannot break down her own barriers by an act of will, that she takes refuge behind them because she is afraid of these very emotions which she shares with her clients, and that her apparent acceptance of the thesis that every individual is largely governed by influences beyond his control, influences set in operation by his early experience, frightens her because it ends in her admitting that she, an aspirant to a casework guiding other people, is not guiding herself.

THIS situation brings the supervisor back to that vexatious problem, the personality difficulties of the student herself. The problem wears a new guise. The supervisor sees that as long as the student is afraid to believe in cause and effect because it may mean that she too is living over a chaos, she will remain this side of helping her clients to win control over the cause and effect in their own lives. The supervisor faces then the task of working out with the student those personal problems that have gradually appeared in an uneven series of symptoms, symptoms in her casework, in her relations to the supervisor, and in her relations to her colleagues.

The supervisor has been accumulating data about the student. They may be partial but they give her clues to the student's own case. The student is capable, ambitious

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and in love with her job. She is always seeking suggestions but they have to be carefully worded not to throw her into the depths of a depression from which she sees all her work as intolerably poor. For most of her clients she has unlimited sympathy but her sympathy is mixed with anger against those who do not see them as she sees them, misunderstood, neglected and harshly treated. Her relationships with clients are usually excellent, but if one of them shows resentment of her good intentions, she loses confidence and begins to express judgment on the client's motives. She is very thorough and conscientious and has done some brilliant if expensive work, but although she has been generally regarded as the star student, she feels that her casework is unappreciated by the agency and argues hotly when the supervisor asks her to adjust her work to the caseload and her relief plans to the budget. She wants interminable conferences with the supervisor and believes that the other visitors are allowed more time than she. She has a disturbing tendency to encourage all the little grievances of the other visitors.

THE supervisor has refrained from direct criticism and argument. She finds the student likeable and gifted even if she is a problem. She manages to work out the incidental difficulties that crop up in cases but as the same difficulties recur she realizes that she must go deeper. She gives the student recognition and gradually her own non-critical attitude and her apparent ability to understand the vagaries of human nature result in the student's telling her something of her own history. She learns that the student was the youngest child, the pet of a large family all much older than she, that she had everything she wanted until both indulgent parents died when she was sent to live with a frugal, repressive aunt and uncle. She could not resign herself to this exile, she rebelled against the frugality and the repression, she demanded that she be taken home to the working brothers and sisters, she told them how she was treated but nothing happened. At first they gave her comfort, then they scolded her, and finally they told her she must not be ungrateful for generosity beyond anything any of them had received. The supervisor could see that the student felt that they had all given her up, that no one cared for her, that she would have to fight for her due. She resented the authority that denied her and took pleasure in asserting her independence of rule and regulation, in running up college bills, in leading several campus rebellions. When she was graduated, she threw over aunt, uncle, brothers and sisters and made up her mind to prove that she could do without them, that she who had been rejected could amount to something in spite of them.

The supervisor surveying all her data realized that the student was still looking for the abounding, uncritical love of her early childhood, that love which had been so painfully withdrawn, that her work was not just for the work's sake but to prove defiantly a value in herself which she felt had been denied. So long as she tried to make her work serve an unconscious purpose that had nothing to do with helping human beings to adjust, she was bound to fail in her own eyes and could not be secure in her real accomplishment, accept criticism or recognize limitations in the agency which made it necessary for her to deprive her clients as she herself was once deprived. The supervisor appreciates how the young student feels, sees that she herself may easily appear another frugal, repressive aunt, that the student finds herself in all her clients and meets all who criticize or restrain her as she met those grown-ups who felt she should be grateful for mere toleration. The supervisor does not undertake to tell the student all this but takes it bit by bit as it comes up. When the student tightens her lips because a conference must end, the supervisor asks her later if she was angry, explains that she was greatly interested, and as the student melts, encourages a discussion in which the student sees that she was jumping to conclusions on the basis of her early experience with people who had no time for her. Eventually she becomes aware of how she has allowed those old family relationships to distort her subsequent reality, of how she unconsciously thrust everyone she met into the roles of mother, father, sisters, brothers, uncle and aunt without seeing them as individuals in their own right. She realizes that she need not try to punish her family by succeeding, she gives up the desire to punish them and begins to enjoy her success. It is a long slow process but she is beginning to gain control and it is no longer necessary for her to reject all authority as hostile or as threatening her independence because she is developing independence within herself. She has had a practical demonstration of casework, she knows what her weaknesses are and can exercise a new self-criticism, and though she is by no means out of the woods, she has found a safe path along which she can travel alone.

The supervisor as she guides the student knows that she may not help her entirely to solve her problems, but that all that the student learns through recognizing and handling them is going to be applied to her casework, to her job as a whole, and to her relationships outside her job and that this personal experience will teach her to look for family relationships in her cases, to refrain from hasty judgments, to see that her clients are entangled each in his own family patterns and that she cannot deal in wholesale approvals or condemnations without having reason to suspect that her own family difficulties are again affecting her vision, that early standards of conduct and personality are still operating in her own thinking and feeling, and that she therefore needs to do two things: first, examine herself, and second, investigate the case further.

THE supervisor attempts to carry the process further though she knows she cannot complete it for the student and that it is a progressive thing with which the student will never be done. She helps the student to see that the staff is just another family circle with the executives and supervisors as parents and the colleagues as brothers and sisters, that it is possible to resent one's superiors, because they represent an authority or lack of love the student felt in her own home, that it is also easy to seek their personal approval just as a child seeks it and to work not for the satisfactions of achievement and personal development, but for a love without which the successful job suddenly becomes dust. In the same way, the student may see only brothers and sisters in her colleagues, may want the center of the stage because without it she feels she is not getting her due and may unconsciously react to other visitors with a jealousy that first belonged to the sister who cut her out with her father, or the brother who was mother's favorite.

If the student can withdraw from her job relationships those elements of a far past which she has been injecting into them, she may find a new peace and harmony that will

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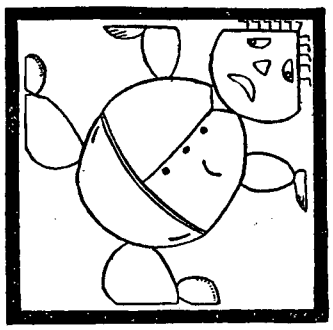
increase her immunity to those troublesome externals which inevitably disturb every office.

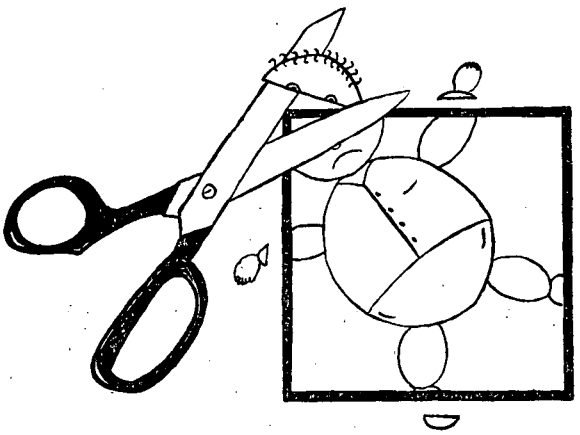
This program of supervision is ambitious and difficult, but if the supervisor sees her own relationships as casework, she can achieve an objectivity that will strengthen her for those unavoidable issues which so frequently appear to run counter to the narrower concept of supervision which she has held. Real supervision is the backbone of casework. It not only determines the quality of casework new workers will achieve, but affects the satisfaction the whole staff obtains from the common job. It has no limits for we have just begun to realize what casework is and know now that salary scales and social handicaps need not mark our boundaries if we take casework out of its first small province and carry it on out into our whole reality, into life itself.

A Short Course in Child Placing

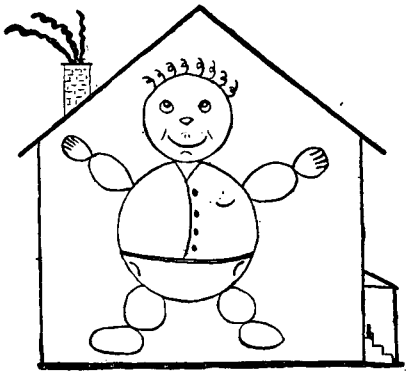
Drawings by George H. Preston, M.D.



You can't fit a round child in a square hole



You can't cut the child to fit the hole



In a hole that he fits he is happy

TO THE growing library of explicit material on the care of dependent children have recently been added two bulletins published by the federal Children's Bureau, The Work of Child-Placing Agencies (Publication No. 171, Government Printing Office, price 35 cents) and Child Welfare Conditions in Seven Pennsylvania Counties (Publication No. 176, Government Printing Office, price 40 cents). The former study is divided into sections, the first of which, by Katharine P. Hewins and L. Josephine Webster, details a social study of ten child-placing agencies in almost as many states, while the second, by Dr. Mary L. Evans, covers health supervision of children in foster homes. In each instance details of organization, procedure, cost, records, and the like combine to give a working guide for other agencies by showing what actually is being done, and how. The second report, written by Neva R. Deardorff, former secretary of thePennsylvania Children's Commission, emphasizes the finding that neither orphanage nor illegitimacy can be regarded as the chief explanation for the care of children by agencies and in institutions. In the seven counties in the year of the study half of the children with known histories accepted for care by the agencies, and 62 per cent of those taken by the institutions came directly from a home in which at least one parent was living, or from relatives. Although forty years have elapsed since the decision to keep children out of the almshouses of Pennsylvania, 93 children were almshouse inmates in six counties during the year, often in clear violation of both the spirit and letter of the law. The report lists as outstanding needs for the care of dependent children in Pennsylvania: adequate funds for mothers' assistance, high standards of administration of poor relief, a community plan or program on a country-wide basis to fuse available resources, the coordinated use of institutions and agencies, better control of public funds now disbursed for the care of children away from home, and the strengthening of the powers of the state department of welfare in the supervision of child-caring agencies.

FROM the Fourth Biennial Report of the State Child Welfare Commission of Oregon comes the encouraging news that the last three years show a steady decrease in the average daily census of the four private institutions in that state which care for delinquent girls and unmarried mothers. In 1923 this average was 217; by 1926 it had dropped to 186, or only about two-thirds of the capacity of the institutions. During the same period there has been a gradual increase in the age level of the girls who are admitted. In 1923-1924 the entrants over 18 years comprised 37 per cent of the whole group; in 1925-1926, 47 per cent; and in the single year ending September 30, 1926, 51 per cent. "This fact is not in harmony," the Commission comments, "with some of the reports which are heard from time to time to the effect that the age of delinquent girls is getting lower. It would be very difficult to analyze all the factors that are probably responsible for the decreasing number of minor girls who are admitted to our private institutions for delinquents. No doubt probation work is entitled to much of the credit. Furthermore the large number of character-building organizations in existence are making their contribution as a great preventive force in the battle against delinquency." The Commission suggests that eventually one of these institutions may have to be diverted to some field of work not so well covered, and approve the increasing interest of these organizations to provide aftercare, and their recognition of the need of specialization, by separate institutions, or separate buildings in the same institution, to meet the separate needs of the unmarried mother, the delinquent girl, and cases which require treatment for venereal disease. These last are now handled adequately by the hospital established by one institution during the past biennium.

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Books In Our Alcove

Two drawings by Jeanne de Lanux from Adventuring With Twelve Year Olds, by Leila Stott, Adelphi publications

The Painless Learning

ADVENTURING WITH TWELVE YEAR OLDS, *by Leila Stott; edited by Caroline Pratt. Greenberg. 193 pp. Price $2.00 postpaid of The Survey.*

"THEY asked to learn something about grammar," —red-cheeked, normal twelve-year-old boys and girls. Yet that apparently is only one of the miracles that happen when children are learning by choice rather than compulsion, at least in the City and Country School in New York. One class is described in this book by their teacher.

The children asked about grammar because they found they needed it. Suppose one is engaged in such thrilling literary composition as Ellen's: "Montezuma had just finished his meal of human flesh and stewed ants with Chili sauce and pepper and pulque wine, when his tax-gatherer entered." One can see for oneself that it becomes necessary to have the technique of expression at the pencil tip.

Then, too, there was the class play, showing coal miners unionizing, striking, starving, and finally winning their demands from the obdurate operators—all composed, acted, costumed and set by the children themselves. Much knowledge besides grammar was required here. One must know something about the different kinds of coal and ways of mining them, of "collective bargaining and union organization, competition between union mines and non-union mines, company houses and stores, labor spies and evictions in time of strike." And all this too from first-hand sources, men who had been in mines, books by such men, data and pictures in the United States Coal Commission report, and models in the Museum of Natural History.

As for the class business enterprise, the Toy Company made and painted in the school shop wooden trucks, horses, policemen, and workmen. In one sale it cleared twenty dollars, and in another enough to pay for a class picnic and a theatre party, with ten dollars left over to start the next year's work. Incidentally the toy-making stimulated an interest in arithmetic. With this as a starting point, one boy, measured by the Stanford test, actually made in three months a gain of two years in mathematical ability.

Meanwhile a dozen other adventures were going forward. At the children's request the elective lessons in French and German were increased from two a week to one a day. Stories of early explorers and Indians were being read from the original sources, Champlain's Diary and Marquette's Journal, as well as the accounts of historians like Fiske and Parkman. Individual laboratory experiments were being made in physics, chemistry, and mechanics, and there were exercises in music and rhythms.

One cannot but feel that Miss Pratt's experiment is justified: that here at least were a dozen children who were learning to understand living.

EUNICE FULLER BARNARD

Individualism—or Communism?

LAISSEZ-FAIRE AND COMMUNISM, *by John Maynard Keynes. New Republic Press. 144 pp. Price $1 postpaid of The Survey.*
AMERICAN COMMUNISM, *by James Oneal. Rand School Press. 256 pp. Price $1.50 postpaid of The Survey.*

THE first of these books consists of articles appearing serially during 1925 in the New Republic. Part I takes us easily and elegantly through the rise and decline of the Laissez-faire doctrine. Bolstered up by the "natural law" of the theists, the "utility" of the atheists, and the "natural selection" of the Darwinians, everything played into the hands of the individualists of the nineteenth century. Even its opponents—the protectionists and the Marxian Socialists reenforced it by their logical fallacies. "Both are examples," says our author, "of poor thinking, of the inability to analyse a process and follow it out to its conclusions."

And as one would expect from the distinguished publicist upon money and finance, Mr. Keynes finds his chief criticism of modern society in its exclusive dependence upon the money motive. The decline of laissez-faire dates from the recognition that enlightened self-interest may not coincide with the public interest. It becomes the function therefore of the economist to decide in the particular cases of conflict

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just which matters are to be dealt with by common action, which matters are to be left to private initiative. He looks for solution in the various forms of government-owned corporations, co-operative societies, co-partnership enterprises. And in a very short but significant passage points to three of the leading problems of the future—the insecurity of employment; government control of investment abroad; and the size and type of a state's population.

Turning then to Russia in Part II he comes to the conclusion that at present Russia has nothing to teach us in economics or politics; and he sees it chiefly as an experiment to produce a generation knowing money not as an end but as a means to a better society.

The significance of this suggestive little book lies therefore in the deliberate and candid rejection by another of the younger English economists of the very foundations of what Tawney has called the Acquisitive Society: a renunciation of its principle, not accompanied by a rabid acceptance of communism, but a thoughtful refutation of its motivating force and of its ability to guide man to the Good Life.

Very different is Mr. Oneal's painstaking account of the rise and decline of the Communist party in America. Little concerned with theories except as they came under the ban of the government or were in agreement with the Third International, he traces the post-war split in the socialist ranks to its source in the Russian Revolution and the propaganda for world revolution. Then with the panicky raids by the Federal government on Nov. 7, 1919, and the deportations of the following December he shows the innumerable sects into which the underground organizations were divided in the time of their illegal existence. Of especial interest are his figures for the movement's membership in those days. Never were there more than thirty-five or forty thousand members; just before the raids there were but twenty-six thousand, a number which fell immediately to some twelve thousand. All but two or three thousand of these were of Slavic origin. The failure was so great that in 1922 an attempt was made to come into the open and to forsake their terrorist non-political methods and to capture the Conference for Progressive Political Action, and even to encourage Communists to deny membership in the U. C. P. or the Workers Party in seeking admission into the trade unions. The failure of this move —the refusal of the Lafollette group to take them into its folds and the continuing ejection of the communists from the unions are matters of common knowledge. Mr. Oneal is to be commended for the careful and detailed history he has written of this dark side of American labor history.

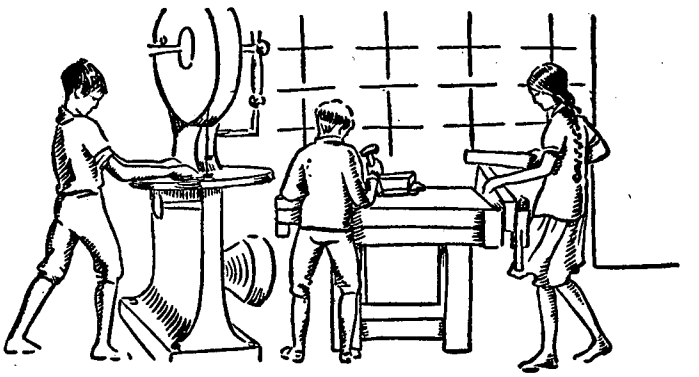
H. McD. CLOKIE

Fire: A Negro Magazine

FIRE; *A Quarterly Devoted to Younger Negro Artists. Published 267 West 136th St., New York City. December,* 1926. $1.00.

IN Fire, a new quarterly "devoted to younger Negro artists," the youth section of the New Negro movement has marched off in a gay and self-confident manoeuver of artistic secession. The bold, arresting red and black of its jacket is not accidental—this is left-wing literary modernism with deliberate intent: the Little Review, This Quarter, and The Quill are obvious artistic cousins. Indeed one's first impression is that Fire is more characteristic as an exhibit of unifying affinities in the psychology of contemporary youth than of any differentiating traits of a new Negro literary school. A good deal of it is reflected Sherwood Anderson, Sinclair Lewis, Dreiser, Joyce and Cummings, re-cast in the context of Negro life and experience. This alone would be significant as an opening up of the sluice-gates of the closed and long stagnant channels of Negro thought; but there is back of this obvious rush toward modernism also a driving push toward racial expression. The churning eddies of the young Negro mind in the revolt from conservatism and convention have not permitted this to come clearly and smoothly to the surface; one can only glimpse it in spots and feel it in the undercurrents. For the present, the racialism of this interesting young group is more of a drive than an arrival, more of an experiment than a discovery.

The list of editors and contributors presents an interesting roll-call: of names already well-known like Langston Hughes, Countée Cullen, and Aaron Douglas, the brilliant young artist whose work is really the outstanding feature of the issue; of names rapidly forging to the front, Zora Hurston, Gwendolyn Bennett, Arthur Fauset, Arna Bontemps; and significant newcomers, Helene Johnson, John Davis, Waring Cuney, Edward Silvera, Lewis Alexander and Richard Bruce. Wallace Thurman, as editor of the initial number, has marshalled them into a charging brigade



of literary revolt, especially against the bulwarks of Puritanism. The strong sex radicalism of many of the contributions will shock many well-wishers and elate some of our adversaries; but the young Negro evidently repudiates any special moral burden of proof along with any of the other social disabilities that public opinion saddled upon his fathers. Like the past generation that found a short-cut to emancipation in fighting for freedom, these ardent youngsters hurdle the non-combatant positions of respectability to the firing line of moral challenge and reform. But if Negro life is to provide a healthy antidote to Puritanism, and to become one of the effective instruments of sound artistic progress, its flesh values must more and more be expressed in the clean, original, primitive but fundamental terms of the senses and not, as too often in this particular issue of Fire, in hectic imitation of the "naughty nineties" and effete echoes of contemporary decadence. Back to Whitman would have been a better point of support than a left-wing pivoting on Wilde and Beardsley. However, we hope and expect that in subsequent issues, the younger Negro literary movement will establish its own base and with time gain a really distinctive and representative alignment.

ALAIN LOCKE

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THE SOCIAL WORK SHOP

Group Insurance for Social Workers

By EDWARD N. CLOPPER

ARE social agencies as mindful of their workers as they are of their clients? Welfare work for employes is just as good policy in social service as in business, and protection should be as cheap in one as in the other. A business man would not dream of being without insurance himself and is commonly glad to extend to his employes the opportunity for the low rates for such protection on the group plan. Superintendents of welfare institutions would never forget to pay the fire insurance premiums on their buildings but not many think of equal protection for their staffs.

Any concern with fifty or more employes may take out group life insurance for its workers but very few welfare agencies have so large a staff and hence social workers as a general rule have been deprived of this cheap protection and are at a disadvantage in this respect compared with workers in large shops, mills, and stores. The Pittsburgh Federation of Social Agencies has taken steps to overcome this handicap and is seeking to place social workers upon the same plane with the workers in other fields for the purposes of life insurance, however small the number of employes of individual agencies may be.

It holds that the association of welfare agencies in some central body such as a federation, creates a group of workers in one general field more than large enough to entitle all to this privilege, and that by virtue of its membership in such a central body any welfare agency regardless of how large or how small its staff, is eligible for group insurance. An agreement on this basis has been entered into by the Pittsburgh Federation with one of the insurance companies and group insurance will be written for the employes of all agency members desiring it provided seventy-five percent of them enter into the plan. The proposition was placed before them and their boards have it under consideration.

THE advantage for the employe appears from the facts that group life insurance is written without medical examination, entitles the insured to his own individual policy, permits him to name his own beneficiary, and costs him as a rule only $7.20 a year per one thousand dollars. The actual premium rate varies according to age, of course, but payments by employes are equalized on the basis of sixty cents per month per one thousand dollars, the employer paying the net difference, if any, between the premiums for younger and older employes.

From the point of view of the employer, the writing of such insurance tends to reduce the turnover, as it may be assumed that an employe will remain longer with an agency that offers him this advantage, other conditions being equal. Moreover, an agency may be named as beneficiary by a devoted employe and thus receive support ultimately from a source from which a substantial contribution would not otherwise, in all probability, be forthcoming.

A question may arise as to the propriety of a social agency's using for the insurance of its workers' lives, any part of the funds contributed to promote the welfare of others, on the ground that the money is given in trust and that its use for any purpose other than social work is a violation of that trust. However, social work could not be done if it were not for the workers; they are entitled not only to compensation for their services but also to protection, especially if their only means of protection is through their association with the agency employing them; and as that protection and its consequent peace of mind can be purchased by an employer for a forty-year-old worker for only $7.80 a year per one thousand dollars, provided the worker pays $7.20 himself, it is hard to conceive of any reasonable objection to agencies' showing the same consideration to their social workers as business men show to their employes.

Life insurance may also be obtained independently by agencies with from only fifteen to fifty employes at wholesale rates which are a little higher than those for group insurance, other conditions being the same; or even in connection with banks or companies on some salary saving plan.

Is Vacation Enough?

IN The Survey of June 15 (p. 342), Wendell F. Johnson describes a plan which is being tried out by the Social Service Federation of Toledo. The workers of that organization will be permitted to "exchange a week of sick leave for an extra week of vacation." This will be done in order "to provide an incentive to the worker to keep well."

Amelia Sears, assistant general superintendent of the United Charities of Chicago, takes issue with Mr. Johnson in a letter to The Survey which reads as follows. The editors of The Survey will welcome further discussion:

Do you recall in the June issue a discussion on the subject of sick pay? I haven't it before me, but as I remember it, some executive told that the allotted sick pay which had been unused during the year was given as a reward to the staff members at the end of the year.

This, I must confess, did not commend itself to me. It seemed to me, in the first place, rather confused thinking and mixing apples and potatoes. There is, to my mind, no connection between illness and vacation and I am sure no staff member feels he has had a vacation when he has had sick leave; neither does he feel he has been ill when he has a vacation. The two are mutually exclusive.

Is it not advisable, from a personal standpoint, to place the emphasis on every effort to keep the staff members well rather than put a premium on their working when they are sick, in order to save up the sick pay to add to their vacations? Further, the plan cited suggests that (*Continued on page* 570)

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Over My Desk

A Monthly Talk with Executives

By ELWOOD STREET
Director, Community Council of St. Louis

A Church Bulletin Helps Out

EFFECTIVE use of church bulletins for publicity has been made by Paul L. Benjamin, general secretary of the Family Service Organization, Louisville, Kentucky. In a recent bulletin of Christ Church Cathedral, he has had inserted the following paragraph:

"To relieve the situation which confronts the Family Service Organization, caused by a more than unusual amount of unemployment in the city, which has increased the work of the Organization by nearly 100 per cent during the past several weeks, the Organization is asking for voluntary motor service to assist the workers. If you have an automobile and can give two or three hours regularly each week for the next several weeks, you will be rendering a real service to the Family Service Organization and to the families served by them, by making an offer to help them out. If you find it possible to do this, kindly call City 8825."

Detroit Goes Visiting

AN interesting and promising scheme for educational publicity is described by Walter Davidson, secretary of the Educational Campaign Committee of the Detroit Community Fund. The plan is applicable either to community chests or to individual agencies. We quote only a brief outline of the plan. Mr. Davidson has complete material available for those who may be interested in possible application of this method to their own situations:

"The Detroit Community Fund has under way a campaign of education among its contributors, especially the backsliders, the critics, and the 'never-gaves.' It consists of organized visitation of prospects by the social workers themselves, executives and leading workers of agencies in the Fund.

"Each visitor arranges his own approach to the prospect and gets an opportunity to tell first of all what his own agency is doing. He then tells of the function of the Community Fund in financing the work about which the prospect has just been informed. No contributions are sought. In fact it is necessary at the outset of the interview to emphasize that the visitor is not seeking money.

"Prospects have been chosen by each visitor from a prepared list, or assignments have been made arbitrarily according to the wish of the visitor. A manual has been prepared and placed in the hand of each visitor to supplement the information he already possesses in answering objections.

"The first month's experience in this campaign is noteworthy. Over one hundred visitors are signed up to make one call each week. After the first impulse to consider the visitor a solicitor, practically all the prospects showed appreciation and commended the idea of enabling a first-hand statement of the community's social work. They took advantage of the visit to revoice their criticisms and to offer suggestions. Furthermore, there is every reason to believe that fully fifty per cent of lapsed contributors will at the first opportunity renew their subscriptions.

"In regard to prospects we have started off with a rather ragged bunch who gave once but stopped for various reasons, including grouches and criticisms, valid and invalid. Nevertheless good reports are coming in. Information helpful to the financial campaign organization is on record. And a good percentage know more than they did about the social work of the city."

Census for the Chest

A. R. GEPHART, executive secretary of the Bureau of Social Agencies of Sioux City, Iowa, sends in this valuable proposal for clearing up campaign prospect lists:

"We first district our city and make a list of all industries, wholesale houses, stores, banks, etc., which employ fifty or more people. After these are eliminated we then make a complete business census of the city, getting the name, business or position, business and residence address of every person in every place of business. Such a census costs us about two hundred dollars in a city of seventy-five thousand and gives us a prospect list of about ten to twelve thousand names which is approximately up to date to within thirty days of the date of the campaign. This method of securing a prospect list has proved so much more satisfactory than any other plan we have used that I am sure that we shall continue to use it. Of course, there are some people who cannot be found even when we use this method but the percentage is so small as to be negligible. In addition to giving us the best possible prospect list this census is also worth about what it costs as part of our campaign publicity for it amounts to a personal announcement of the coming campaign and prepares the way for the solicitation a month later."

A Community Calendar of Events

SEVERAL social agencies, especially those of a community-wide character and particularly Councils of Social Agencies, have found it worth while to conduct clearing houses for information about coming events and meetings. To such a clearing house all interested social and civic agencies in the community send in notice of meetings and events as they are planned. These notices are put on cards in a 3 x 5 card file day by day so that if any agency wishes to know whether a meeting it is planning would interfere with some other meeting already scheduled it can find out by inquiry of the clearing house. A list of events scheduled is distributed to the participating agencies and given to the newspapers. A questionnaire is sent to the participating agencies each week, with a blank for the information desired as to date, hour, place and name of meeting.

Such a clearing house for meetings is especially useful to a Community Fund which can arrange for its publicity department to handle newspaper stories on those meetings and events scheduled for Community Fund agencies. The Community Fund would not need to limit this to Community Fund agencies.

The Back of the Letterhead

WHY don't social agencies, especially those doing federated work, print maps on the reverse sides of their letterheads, perhaps in the pictorial style which has been so popular since the world war?

Our authorities for this suggestion are the Community Fund of Minneapolis, which has prepared a very attractive map of Minneapolis, showing the locations of social agencies, and the canny "Little Schoolmaster" of Printers' Ink fame. He writes as follows:

"Printing a map on the reverse side of a letterhead is one way to put white space to work to advertising advantage. The Schoolmaster is partial to maps, anyway. Well done, a map is not to be outdone as an eye-trap by any other device in the world. It's like flypaper—usually sticky. Give a good map a chance at a good pair of eyes and the eyes have it until the map is exhausted of information. Therein lies a map's unique merit in advertising—and its danger. It is so good at holding attention it is apt to stop the show."

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GOSSIP: of People and Things

N. Y. Welfare Council Grows

THREE new sections—one to consist of 40 organizations engaged in boys' work, another of 60 social agencies concerned with convalescent care, and a third taking in the 70 associations dealing with immigrants, foreign-born and travelers—are now being organized within the Welfare Council of New York City.

When the organization of the three new sections is completed it will bring the number of social agencies represented within the Welfare Council to approximately 500.

The social agencies of the city have thus, within the first two years of the life of the Welfare Council, carried out more than a third of the task set for them in the report of the coordination committee, which led to the creation of the Council. When this organization is completed the 1,200 to 1,500 agencies will have been organized into 27 sections under the four main divisions of Family Welfare, Child Welfare, Health, and finally Recreation, Education and Neighborhood activities.

Home Economists Elect

AT the recent annual meeting of the American Home Economics Association at Asheville, the following officers were elected:

President: Lita Bane, Univ. of Wisconsin (re-elected).

Vice-Pres.: Margaret Sawyer, Postum Cereal Co., New York.

Secretary: Jean Krueger, Mich. State College (re-elected).

Treasurer: S. Agnes Donald (re-elected).

Exec. Secy.: Alice L. Edwards, Mills Bldg., Washington, D. C. (re-elected).

Anna E. Richardson continues as field worker, Helen W. Atwater as editor, and Keturah E. Baldwin as business manager, Journal of Home Economics.

Red Cross Staff Changes

ROBERT E. BONDY becomes assistant to the vice-chairman and manager of the Eastern Area. Don C. Smith, formerly assistant director of War Service, becomes director of War Service, to succeed Mr. Bondy. J. Arthur Jeffers becomes assistant to the vice-chairman and manager of the Pacific Branch Office at San Francisco, to succeed William Carl Hunt, who has resigned on account of ill health. Fred A. Winfrey, has been appointed staff assistant and assistant manager of the Midwestern Branch Office, to fill the vacancy caused by the death of Earl Kilpatrick.

Appointments by National Urban League

THE newly organized Urban League of Buffalo, has elected as its executive secretary, William L. Evans, a graduate of Fisk University and for a number of years the industrial secretary of the Chicago Urban League.

The new secretary of the Pittsburgh Urban League is Alonzo C. Thayer, formerly executive secretary of the Atlanta Urban League, a graduate of Fisk University and at one time industrial secretary of the Chicago Urban League.

Gerald E. Allen, who has just received his Master's Degree from the University of Pittsburgh working on an Urban League Fellowship, has been appointed executive secretary of the Canton (Ohio) Urban League.

George Goodman, a 1926-27 Urban League Fellow at the New York School of Social Work, joins the staff of The Boy Scouts of America, in connection with their inter-racial work, beginning his duties as Boy Scouts Executive in Harlem, New York, subject to call for service in other sections of the country.

Forrester B. Washington, executive secretary of the Armstrong Association of Philadelphia (the Urban League) becomes director of the Atlanta School of Social Work. Wayne L. Hopkins, formerly director of the Industrial Department of the Armstrong Association, becomes its executive secretary.

Williams to "Bill"

ONE of the gracious things of commencement time at Williams College was the awarding of an honorary degree to William H. Matthews, '98, director of the Family Department of the New York Association for Improving the Condition of the Poor. Mr. Matthews' early settlement work at Kingsley House, Pittsburgh, was cited; as also his public service in 1912, when as field worker and secretary to the stockholders' committee of the United States Steel Corporation, he wrote the report which proved in time the death-knell of the twelve hour day and the seven day week in steel; his work for boys and girls, for immigrants, for the aged; his executive ability which "never forgets sympathy in its love of efficiency."

James F. Jackson Memorial

FRIENDS of the late James F. Jackson of the Cleveland Associated Charities, will be interested to know that a memorial to his years of devotion spent in the cause of social service has been created in the form of a fund known as the "James F. Jackson Memorial Fund." The income from the fund is to be used for educational, research or other social service purposes in the discretion of the Board of Trustees of the Cleveland Associated Charities.

Contributions are being received by the James F. Jackson Memorial Committee, 614 Electric Building, Cleveland.

Miscellaneous

THE CHICAGO TUBERCULOSIS INSTITUTE has been awarded the Christmas seal publicity prize offered to cities raising over $100,000. Boston received honorable mention and Cedar Rapids, Iowa, the prize offered to cities raising less than $100,000. Jane Hufford is publicity director of the Chicago Tuberculosis Institute.

A NEW METHOD of paying mothers' pensions has been inaugurated in Chicago, at the instigation of Anton J. Cermak, president of the Board of County Commissioners. The pensions are paid on the order of the judge of the Juvenile Court of Cook County. Hitherto, the method has been to assemble the recipients of the pensions at the local County Agents' offices, thus bringing to these offices some thousand women pensioners, forced to travel long distances and often subjecting the young children to hardships. On July 23, the Comptroller's office inaugurated a different method of distribution of the pensions. They are now mailed to the pensioners at their residences.

THE INTERNATIONAL CONFERENCE of Social Work will be held in Paris, July 1st to 13th, 1928. More detailed information concerning program, American representation, and the like will be printed in the November bulletin of the National Conference of Social Work.

THE NATIONAL TUBERCULOSIS ASSOCIATION has added to its staff as junior staff members three recent college graduates: David Moxon, from Yale; Wellington P. Shahan, from Brown; James G. Davis, from Harvard. Also Robert B. Watson. These men are in training for varying periods from a year or over in actual field work, following up their academic studies, before being placed finally in the tuberculosis field.

ERNA R. ERSKINE, formerly of the Department of Public Welfare of the city of Chicago, took first place in the competitive examination for probation officer in the Juvenile Court of Cook County.

KATHLEEN ENDICOTT HAMBLY, Reading, Pa., has been awarded the Alumni Fellowship for 1927-28 in the New York School of Social Work. Miss Hambly has been assistant in the Social Service Department of Howard Hospital, Phila., and organizer and director of the Social Service Department of the Homeopathic Hospital, Reading.

ANNA B. HELDMAN will be the guest of honor at a reception in Pittsburgh to commemorate, on October first, twenty-five years of service with the Irene Kaufmann Settlement. While her work has been with the settlement, her connections and participations have been city-wide and she has been a close observer of the growth of social work in Pittsburgh over a quarter of a century.

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ALAIN LOCKE, for several years Professor of philosophy at Howard University, Washington, D. C., and collaborating editor of The Survey's special Harlem issue, is making a first-hand study of the work of the League of Nations in African reconstruction, particularly the African mandates, under the auspices of the Foreign Policy Association. He is accredited as an observer to the Commission on Native Labor and the Permanent Mandates Commission of the League of Nations.

CHLOE OWINGS has resigned as director of the Division of Protective Measures of the American Social Hygiene Association, to become director of the Bureau of Social Hygiene and an associate professor at the University of Minnesota. She will study material assembled by a parent study which the university has fostered and will have charge of a training school for parents, with a staff of six advisors.

Sherman Conrad

SHERMAN CONRAD, whose death from pneumonia occurred on August 20, went to New Orleans to be head of the newly formed Community Chest and Council of Social Agencies in October, 1924. He had been director of the Community Welfare Federation at Wilkes-Barre since July, 1921, going there from his position as associate secretary of the Community Chest and Council of Social Agencies of Cincinnati. The following appreciation of his work was written by Bradley Buell, associate director, Community Chest of New Orleans:

"Sherman Conrad died in harness. He would have had it so. There was not in him the capacity to spare himself, to forget for a moment his vision for the community in which he had, in so short a time, amazingly integrated himself.

"The 1927 campaign of the chest was no sooner over than there came critical flood months, when New Orleans, in opening the crevasse below the city, accepted responsibility for the care and comfort of the inhabitants of her two contiguous parishes. The burdens fell upon Conrad's willing shoulders. That the city fulfilled its obligation to the full measure of her ability will stand as a lasting monument to the instinctive idealism, the conscious sense of social justice, the untiring energy of Sherman Conrad."

Thomas W. Salmon

DR. THOMAS W. SALMON died suddenly on August 13 aboard his yacht in Long Island Sound. Readers of The Survey will remember him chiefly for his wise and humane writing on crime and criminals, but beyond that he was a friend to all who were troubled in mind. As director of the National Committee for Mental Hygiene (1915-1921), as a staff member of the Rockefeller Foundation, as professor of psychiatry at Columbia University, and as a private practitioner in the field of mental disease, he has been one of the pioneers whose understanding has helped lay the foundations for our new search for mental health.

Elections and Appointments

HELEN ALVORD, formerly with Toledo Soc. Serv. Federation, as associate secretary, Welfare Union, Grand Rapids.

WILLIAM N. BEEHLER, as secretary Family Welfare Society, Lexington, Ky.

MARJORIE BELL, formerly field secretary A.R.C., as field secretary Natl. Probation Assn.

CHARLES S. BERNHEIMER as managing editor, The Jewish Center, published quarterly by the Jewish Welfare Board.

RUTH BEROLZHEIMER as director of extension Child Welfare League of America.

CAROLYN BOONE, formerly field secretary Natl. Probation Assn, as publicity and research secretary.

MARY S. BRISLEY, formerly with the Family Welfare Assn., Minneapolis, as executive secretary, Church Mission of Help, Diocese of New York.

AGNES G. DEANS, formerly director at headquarters Natl. Org. Public Health Nursing, as field secretary N.O.P.H.N. on Pacific Coast.

LOIS DOSHER as field agent Mothers' Aid Division, N. C. Board of Charities and Public Welfare.

CHARLES H. ENGLISH, formerly director of Bureau of Recreation, Board of Education, Chicago, as field secretary Playgrounds Assn. of Phila.

GERTRUDE GEITNER as psychiatric social worker, U. S. Naval Hospital, Mare Is., Calif.

BETH GRIFFIN to the staff Assoc. Charities, Memphis.

MARY TENNEY HEALY, wife of Dr. William Healy of Boston, as chairman Education Committee, National League of Women Voters.

MARGARET H. HOGG, recently of Dept. of Economics, Smith College, formerly research assistant, London School of Economic and Political Science, to the staff, Dept. of Statistics, Russell Sage Foundation.

ROBERT T. LANSDALE, formerly executive secretary Michigan State Conference of Social Work and instructor in Univ. of Michigan, as executive secretary Council of Social Agencies, Montclair, N. J.

ANNE LOUDEN as chief social worker, Child Guidance Clinic, Minneapolis.

LAURA P. MCCUNE as general secretary Rock Island, Ill., Welfare Assn., succeeding Ada M. Barker.

GRACE MCGOWN, formerly with survey staff of Child Welfare League of America, as executive secretary Catholic Community League, Canton, O.

FLORENCE MILLER, formerly superintendent Beaumont District, St. Louis Provident Assn., as supervisor Dallas United Charities.

LILY E. MITCHELL, formerly director of the Four County Demonstration in North Carolina under the Laura Spelman Rockefeller Memorial Grant, as director Child Welfare Division, N. C. State Board of Charities and Public Welfare, succeeding Emeth Tuttle.

JOSEPH L. MOSS, president of the County Bureau of Public Welfare, as president Chicago Chapter of the Amer. Assn. of Social Workers.

ALICE NEWBOLD, formerly district secretary, Family Welfare Assn., Minneapolis, as supervisor Family Service Organization, Louisville.

MARY PARR as field representative, A.R.C., for western No. Carolina.

RICHARD C. PATTERSON, JR., as Commissioner of Correction, New York City, succeeding Frederick A. Wallis.

DR. THEOPHILE RAPHAEL, Michigan State Psychopathic Hospital, as director of Psychopathic Clinic of the Recorder's Court, Detroit, succeeding the late Dr. Arnold L. Jacoby.

ALBERTA REGESTER, formerly publicity, membership and financial secretary, Girls' Service League of Am., as secretary for extension service, Natl. Org. Public Health Nursing.

ALICE READ SAXBY, Guardian Mothers' Pension Fund, Shelby Co., Tenn., as president Memphis and Shelby Co. Chapter, A.A.S.W.

MABEL SMITH, formerly with Philippines Chapter, A.R.C., as field representative, A.R.C., in Eastern area.

MARJORIE B. SMITH, assistant secretary, Natl. Probation Assn., as field secretary.

HARRIETT SMITHRON to the staff Assoc. Charities, Memphis.

PAULINE H. SPELMAN as visitor, Family Service Society, Canton, O.

ARCHIE SWANSON as district secretary, Family Welfare Assn., Minneapolis, succeeding Alice Newbold.

FRANCES URE of Omaha and MILDRED GUSS of Sheridan, Wyo., as visitors in training, Omaha Assoc. Charities.

MILDRED VALENTINE, formerly with Toledo Soc. Serv. Federation, as secretary Family Welfare Soc., Midland, Mich.

H. A. WALDKOENIG, executive secretary, Battle Creek Welfare Fund, as executive secretary Michigan State Conference of Social Work.

ALICE R. YONKMAN as secretary Family Service Assn., Grand Rapids.

Resignations and Leaves

ADA M. BARKER has resigned as general secretary Rock Island, Ill., Welfare Assn., to become head case worker of the Social Welfare Society in Lincoln, Nebr., and instructor in case work at the Univ. of Nebraska.

JESSIE BLAUVELT has resigned as secretary Travelers Aid Society, Canton, O.

FRANCES BROOKS has resigned from the Dept. of Statistics, Russell Sage Foundation, to join staff of Karsten Statistical Laboratory, New Haven.

DOROTHY COZINE has resigned as chief occupational therapy aide, U. S. Naval Hosp., Brooklyn.

MARIE DOHM has resigned as itinerant nutritionist, Natl. Hqs., A.R.C.

ETHEL R. FEINEMAN, head resident, Emanuel Sisterhood, San Francisco, on leave of absence to spend winter abroad.

DR. MILDRED GARDINER has resigned as school physician, New Britain, Conn., to take up private practice in Middletown, O.

ANNA GOLDSMITH, director of Attendance Bureau, New Britain (Conn.) Public Schools, on year's leave to do social work in Palestine.

ALICE LEAHY, chief social worker, Child Guidance Clinic, Minneapolis, on year's leave of absence as field assistant to Dr. Lewis M. Terman in his follow-up study of gifted children.

MARY E. MCDOWELL has resigned as director of the Dept. of Public Welfare of the City of Chicago following the defeat of Honorable William E. Dever as mayor.

CATHERINE MCGOVERN has resigned as executive secretary Catholic Community League, Canton, O., to engage in Red Cross disaster relief in the Mississippi Valley.

GRACE B. PORTER has resigned as case supervisor Family Service Society, Canton, O., and is living with her sister, Rose Porter of Pittsburgh.

CHARLOTTE RICHMOND has resigned as field representative, A.R.C.

DR. RALPH P. TRUITT has resigned as director Division on Prevention of Delinquency, Natl. Com. Mental Hygiene, to enter private practice in Baltimore and direct a clinic to be established in Baltimore with aid of Commonwealth Fund.

CLARA B. WOOD has resigned as asst. director Home Hygiene and care of the sick, Natl. Hdqs. A.R.C.

Deaths

MRS. GEORGE W. DOANE, general secretary, Omaha Associated Charities, died suddenly on June 3.

JULIUS D. DRACHSLER, associate professor of sociology in the College of the City of New York, died on July 22, after a long illness. For many years he had been associated with the Bureau of Social Research of New York and had shown brilliant leadership in the field of immigration.

LITERATURE

CHILD HEALTH IN SMALL COMMUNITIES—Bulletins describing the Commonwealth Fund child health demonstrations in small cities and rural counties. No. 2, Marion County, Ore. No. 4, General review of four demonstrations. No. 5, Fargo, N. D. No. 6, Rutherford County, Tenn. Mailed free on application to Director of Publications, Room 1648, 370 Seventh Avenue, New York.

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EDUCATING NURSES

(*Continued from page* 538)

dramatic battle for the patient's life. Recently the idea of the nurses as "health missioners" has been taking hold of the public imagination and nurses are being used much more for scouting and intelligence work than heretofore and for education toward prevention of these costly battles.

There has been a prevailing idea that the nurse's work is largely a matter of skill of hand and technical efficiency. While none of us would wish to underestimate the importance of manual skill and good nursing technique, it is very important that we should recognize the large intellectual and social element in all good nursing service and the necessity for knowledge, judgment, and social insight as well as trained muscles and trained senses. We must remember that the physical environment and physical causes of disease which have engrossed our attention in the past, are only a part of the whole situation, and that the social and psychic factors in the cause and treatment of diseases are demanding greater consideration. The patient is being seen more and more as a whole, with mind and spirit as well as body to be nourished and cared for.

WHEN the dominant function of the nurse is religious and spiritual ministration as it is still in some groups physical care is regarded as of infinitely less importance than spiritual comfort and consolation and the teaching of religious doctrine.

Perhaps this function and gift of spiritual ministration needs to be revived in nursing, though the assumption of ecclesiastical functions by lay nurses surely would bring some undesirable complications. With the newer conceptions of education and mental hygiene, we shall probably see that even ministration is not always and in all conditions the best service the nurse can render her patient. Like the good mother and the good teacher her object should be to make her charge independent of her as rapidly as possible, and to make him constantly stronger and better able to help himself.

There has been much discussion about what we mean by the fundamentals of nursing education.

Many people speak of the basic course in nursing as if it were the lowest possible minimum of theory and practice on which any kind of a nursing structure could be raised. Such a conception is humorously described by Abraham Lincoln in a discussion about the education of laborers as the "mudsill" theory of education. "By the 'mudsill' theory it is assumed that labor and education are incompatible, and any practical combination of them is impossible. According to that theory, a blind horse upon a treadmill is a perfect illustration of what a laborer should be—all the better for being blind, that he could not kick understandingly. According to that theory, the education of laborers is not only useless but pernicious and dangerous. In fact, it is, in some sort, deemed a misfortune that laborers should have heads at all. Those same heads are regarded as explosive materials, only safely kept in damp places, as far as possible from that peculiar sort of fire which ignites them. A Yankee who could invent a strong-handed man without a head would receive the everlasting gratitude of the 'mudsill' advocates."

The mudsill standard is not my conception of either a basic or a fundamental preparation. A foundation suggests something solid and substantial, not a few tent pegs to hold a temporary shelter. It must be strong enough and broad enough to support a structure that will stand up stoutly during the nurse's whole professional life.

I think of the basic preparation of the nurse as a one-story building which is spacious enough to accommodate the general workers in all fields of professional nursing. Leaders and specialists, organizers and administrators, teachers and supervisors must have further preparation, and it should be possible for them to add a second and perhaps a third story to that original structure without going back to put in new foundations. At present, many of our able and ambitious women in nursing find themselves unable to go ahead because their basic training has been so flimsy and superficial that they would be obliged to build almost from the ground up to prepare themselves for leadership.

One of the great controversies at present is whether or not any preventive or social elements are to be included in the basic nursing course. To some of our friends, this seems like building a new wing on the house—something of a luxury not to be afforded by practical people. They argue that the basis of all nursing is *sick nursing* or what is often called *bedside* nursing, and that health nursing is a specialty to be taken up after the basic training has been completed.

This shows a misconception of the meaning of nursing, which is fundamentally health conservation. To prepare a real nurse, prevention and cure should both be built into the structure from the foundation up; and the human and social aspects of nursing as well as the physical and technical aspects. If the nurse is essentially a teacher, as we know she is, consciously or unconsciously, her fundamental training should include at least the elements of teaching, so that beginning with her patients in the hospital, and especially with the mothers and children, she may learn to teach as she works in homes, factories, schools, and clinics—wherever her duties carry her. This phase of the nurse's education has been almost entirely ignored; it is only by chance that we have managed to develop a few nurses who can teach even moderately well.

A PERENNIAL bone of contention among conservatives and progressives in nursing education is on the question of theory and practice. The former group lay almost every weakness in the nursing sisterhood (and there are many) to the fact that we have had too much theory and too little practical training. Yet a committee of physicians in New York State, becoming alarmed about the excessive requirements for registration, studied the New York state syllabus last year and found that out of every one hundred hours prescribed, about seven were given to class work and ninety-three to practical work! They concluded that the danger was not perhaps as great as they had feared. While practically all other recognized professional schools give from two to four times as much theory as practice, nursing schools even of the best type rarely give more than about one-tenth as much theory as practice. This is not because there is any dearth of knowledge about nursing, or any lack in the nurse's own desire for understanding, but largely because of the exacting demands of the practical training.

Without under-estimating the value of practical training for nurses, we believe that practice without intelligent understanding of its purpose, is not only wasteful but dangerous. Nursing is not only an art, it is an applied science; with

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the growing knowledge of the human body, the dangers which beset it and the means to be used both for prevention and treatment, the nurse of today must keep pace with the advances both in her own field and in medicine. The best nurses have always been those who stand well in both practice and theory.

While anatomy and physiology, bacteriology and chemistry, seem to me fundamental in the education of the nurse, I think we have tended to neglect the social sciences which deal more especially with the human side of our work. The time is coming, I believe, when sociology and psychology will be considered just as basic in nursing as anatomy and physiology. The nurse is not a social worker, but she must know people of all kinds and the conditions under which they live and the influences which move them. She is not a physician, but she must know a good deal about the diseases that her patients suffer from and the treatment and prevention of these diseases. She is not a dietitian or a sanitarian or a psychiatrist, but she needs a much fuller understanding than she now has of diet in relation to both health and disease, of hygiene and sanitation, of mental hygiene and behavior disorders.

THE only way to discover what preparation the nurse needs is to make a study of her present duties and responsibilities, and then to build up a curriculum of theory and practice which will help her to understand what she is doing and to do it better. No one wants to overburden her with unnecessary studies or to divorce her from the practical realities of life. Clinical experience is essential; it must be strengthened rather than weakened. We need particularly, more experience in the care of children, in communicable and in mental diseases. In the hospital laboratory, we have the richest possible field for teaching student nurses. Our main difficulty is in finding the time and the teaching staff to give the individual instruction which should be going on constantly in every hospital ward and clinic.

The fundamental issue in nursing education is economic. Nursing schools are practically always established by hospitals, primarily as a means of getting their nursing work done and only secondarily for the purpose of offering a professional preparation to prospective students of nursing—a system established more than fifty years ago on the older basis of apprenticeship whereby the student's services are exchanged for such education as the employer may agree to give. The great weakness of this system is that the education of the nurse is too frequently sacrificed to the urgent and incessant demands of the hospital. As a rule the school has no funds of its own; it must depend entirely on what the hospital can spare from its limited resources. The result is that nursing schools are incredibly poor, they have little or no freedom to determine the conditions under which they must operate, to establish new policies, or to extend the scope of their educational work. The low standards of admission in many schools, the long hours of student service, the circumscribed curriculum, the lack of teachers and supervisors, and many other unfortunate conditions can be traced to this system. While other types of schools are endowed or have public subsidies, nursing schools are ex-

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pected to maintain themselves without any additional expense to the hospital, and in many cases, they help to maintain the hospital.

It is extremely creditable to the people in charge of these schools, that they have been able to do so much. Definite progress has been made. Hours are improving, though we are still expecting student nurses in most schools to do all their class work and study outside of the regular eight-hour-day duty in the hospital wards. We are securing better living conditions and gradually improving our methods of teaching.

Yet in spite of the attractions in nursing and the overpowering needs of the field, we are not bringing enough candidates into our schools and not always candidates of the type needed to seize the new opportunities which are pouring in on the profession today. The old system is too inflexible to adapt itself to these new requirements. It is like using a narrow country lane for the traffic of a busy city street.

We cannot compel young women to enter nursing schools. We must make them want that kind of education as much as they now want college education. To attract them, our schools must offer opportunities which compare favorably with those offered in other professional schools. If the public wants enough nurses of the best quality, it must help make such schools possible. Hospitals have carried the burden of nursing education long enough. They should not be expected to assume responsibility beyond offering practical experience and cooperating with well-supported independent schools. This whole question is fully presented by Adelaide Nutting in her recent book, A Sound Economic Basis for Nursing Schools (Putnam). It is analyzed in the sound and comprehensive study which Josephine Goldmark completed a few years ago, Nursing and Nursing Education in the United States.

There is a great deal in our present system to be cherished, but it needs to be strengthened, broadened, liberalized, and brought into line with the best in current educational practice. If this is not done soon, we may expect, with the increasing competition from other fields, a constantly diminishing supply of able young nurses. If we cannot attract and hold the active-minded, free-spirited members of the younger generation, the great opportunities which are now in our hands may be lost for lack of workers who can develop them and put them through. H. G. Wells declares that in world history it has always been a race between education and catastrophe. The situation in nursing is serious, but it is by no means hopeless. There are many signs of a change—one of them the widespread unrest and tension which always precedes a readjustment. A movement has already been started at Yale, Western Reserve, Minnesota and other universities for independent, endowed or state supported nursing schools, which make the education of nurses for community service their chief purpose. Our hope lies in such schools where there is opportunity for expansion, for experiment, and for adapting our educational program to the modern needs of the nursing profession.

IS VACATION ENOUGH?

(*Continued from page* 564)

sickness is a privilege to which every one is entitled up to a certain amount.

Rather, is not sickness a misfortune, both for the staff member and the society? One to be met, I feel, with utmost liberality on the part of the society, and one to be avoided by every means in his power on the part of the staff member?

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Further, the plan suggested ignores the basic need of health in that the staff member who is frail or has had an illness is held to a minimum vacation, while the staff member who is in robust health and, if we can deduce from that, not in need of as long a vacation as the frailer member, is granted a longer vacation.

Does not the premise upon which the article was based imply that illness is a matter of intent and that with good intention it might be avoided? To a limited extent, of course, it can be avoided by good intent; namely, by care of teeth, tonsils, hygienic habits, etc. But even when a staff is most conscientious in this regard, there still arise instances of individual illness which must be met and for which I do not feel a staff member should be penalized by having a shorter vacation than the person who was fortunate enough to escape the streptococcus germ, or whatever else was afloat.

The way to reduce sickness charge is:—

1st. Searching physical examination at time of induction, together with correction of any defects discovered.
2nd. Regular examinations annually or semi-annually.
3rd. Wholesome working conditions with regard to health, safety, and comfort and freedom from over hours.
4th. Salaries adequate to permit the maintenance of a comfortable standard of living and opportunity for recreation and care of minor health needs, and cultural pursuits.
5th. At least a month's vacation for each staff member, after a period of one year's service.

AMELIA SEARS

ONE SHOW OF HANDS

(*Continued from page* 535)

Ruth Standish Baldwin, Evelyn Preston, Isabella Curtis, Amelie Rives, Princess Troubetzkoy, Mrs. George W. Coleman, Mrs. J. Malcolm Forbes, Mrs. Howard Gans, Mrs. Walter Weyl.

One of the most striking group telegrams was from a dozen scientists from as many American universities and agencies of research, sent from the biological laboratory at Wood's Hole, Massachusetts.

A committee of six presented the letter and signatures to Governor Fuller on August 22—four from Massachusetts, two from outside.* Of our hearing I shall perhaps write another time. Let me say merely that we were confronted by three hurdles. The suggestion was made that our move was inspired from the camp of the Governor's "enemies," our petition merely manufactured propaganda. When this ghost was laid, we were told that such outsiders as signed had not studied the evidence and had no basis for judgment. When we pointed out that it was the commission's own presentment that had failed to lay the doubts of thoughtful people, we were confronted with the statement that all the facts could not be made public. And for one, I came away with the clear indication that the Governor rested his verdict on assertions made to him in secret, which the defense had no means for knowing or challenging.

The sheaf of telegrams we left on Governor Fuller's desk made one point clear that had been obscure before. They bore witness to him and to the world of the independent judgments of men and women whose concern for American institutions is as keen as that of those who would defend them right or wrong. They prayed for the lives of two men, of whose guilt mankind was not convinced. Their testimony stands.

* John F. Moors, of Boston, member of the Harvard Corporation; Waldo Cook, of Springfield, who brought in also an independent petition with signatures which had been telephoned to the Springfield Republican; the Rev. Edward Staples Drown, of the Episcopal Theological Seminary, Cambridge; John Lovejoy Elliott, of Hudson Guild; Dr. Alice Hamilton, of the Harvard Medical School; and myself.

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AMERICAN WOMEN'S HOSPITALS (O.S.)—(Organized, 1917)—637 Madison Avenue, New York. Chairman; Esther Lovejoy, M. D., Treasurer; Mathilda K. Wallin, M. D. Conducts hospitals and food stations for refugees in Greece, and medical centers in Macedonia and Western Thrace. Continuing assistance to medical work in France, Serbia, Russia and Japan.

THE BOY CONSERVATION BUREAU—90 West Broadway. Suggests all-the-year-round Home Schools for needy boys. Tel. Walker 0313. E. W. Watkins. Exec. Sec'y.

CHILD WELFARE COMMITTEE OF AMERICA, Inc.—730 Fifth Avenue, New York. To secure home life for normal dependent children in preference to institutions; to secure Mothers' Allowance laws in states having none; to urge adequate appropriations for home aid; to promote proper laws affecting adoption, boarding out and placing out of dependent children; to aid in the enforcement of these laws. States Council of Committee comprises volunteer representatives in practically every state. Sophie Irene Loeb, President; Governor Alfred E. Smith, Honorary President; Margaret Woodrow Wilson, First Vice-President; Edward Fisher Brown, Executive Secretary.

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director. 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phases of child welfare in which they are interested.

THE CHILDREN'S VILLAGE, INCORPORATED—Dobbs-Ferry-on-Hudson, New York. A national, non-sectarian training school scientifically equipped for the study, education and development of problem boys and girls, on commitment and by private arrangement—ages 7 to 16. Supported largely by voluntary contributions. For further information address Leon C. Faulkner, Managing Director.

COUNCIL OF WOMEN FOR HOME MISSIONS—105 East 22d St., New York. Florence E. Quinlan, Executive Secretary. Composed of 23 Protestant national women's mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperaton in action.

Work among Farm and Cannery Migrants, Summer service for college students, Laura H. Parker, Executive Supervisor.
Religious Work Directors in Government Indian Schools.
Bureau of Reference for Migrating People, follow-up of New Americans.

EYE SIGHT CONSERVATION COUNCIL OF AMERICA—L. W. Wallace, President; Guy A. Henry, General-Director, Times Bldg., New York. Conducts a national educational campaign to promote eye hygiene. Urges correction of eye defects, protection against hazards, proper lighting. Comprehensive publications—lantern slides—lecture material. Cooperation of social agencies invited.

FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA—Constituted by 28 Protestant communions. Rev. C. S. Macfarland and Rev. S. M. Cavert, Gen. Sec's; 105 E. 22nd St., N. Y. C.

Dept. of Research and Education, Rev. F. E. Johnson, Sec'y.
Commissions: Church and Social Service, Rev. W. M. Tippy, Sec'y; International Justice and Goodwill: Rev. S. L. Gulick, Sec'y; Church and Race Relations: Dr. G. E. Haynes, Sec'y.

GIRLS FRIENDLY SOCIETY IN AMERICA—15 East 40th Street, New York. Girls and women working together to uphold Christian standards of daily living in the home, in the business world, and in the community. Numbers nearly 60,000, with branches in 44 states.

The World Moves

IF the world stood still there wouldn't be much need for the organizations listed on these pages. But it doesn't. Every month shows progress. No one of us can keep in touch with every phase of that progress, yet each of us from time to time feels the need of information about fields other than his own—and it is usually an urgent need when it comes.

Hence these organizations. Each of them is your representative in one particular field. Each of them makes a point of keeping abreast of the times in that field and assumes the responsibility for leadership.

Trustees of social progress, they are; exponents of the dispassionate truth, prepared to throw their skill and training into any gap in the front line.

They deserve your support.

HAMPTON INSTITUTE—Trains Negro and Indian youth for community service. Advanced courses: agriculture, builders, business, home-economics, normal. Publishes "Southern Workman" and free material on Negro problems. J. E. Gregg, principal.

JOINT COMMITTEE ON METHODS OF PREVENTING DELINQUENCY—Graham Romeyn Taylor, executive director, 50 East 42nd Street, New York. To promote the adoption of sound methods in this field, with particular reference to psychiatric clinics, visiting teacher work, and training for these and similar services; to conduct related studies, education and publication; and to interpret the work of the Commonwealth Fund Program for the Prevention of Delinquency.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Mabel Cratty, general secretary, 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries to cover work in the United States in 1,034 local Y. W. C. A.'s on behalf of the industrial, business, student, foreign born, Indian, Colored and younger girls. It has 159 American secretaries at work in 49 centers in the Orient, Latin America and Europe.

NATIONAL CHILD LABOR COMMITTEE—Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

NATIONAL CHILD WELFARE ASSOCIATION, INC. (est. 1912, incorp. 1914), 70 Fifth Ave., N. Y. C. (tel. Chelsea 8774). Promotes as its chief object the building of character in the children of America through the harmonious development of their bodies, minds, and spirits. Its method is, in cooperation with other organizations, to originate and disseminate educational material in the form of posters, books, bulletins, charts, slides, and insignia. Through its "Knighthood of Youth" it provides homes, schools and church schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlison, Gen. Sec'y.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feeblemindedness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin," monthly. $.50 a year.

NATIONAL COMMITTEE FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Royer, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

NATIONAL CONFERENCE OF SOCIAL WORK—Sherman C. Kingsley, president, Chicago, Ill.; Howard R. Knight, sec'y, 277 E. Long St., Columbus, Ohio. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-fourth annual meeting of the Conference will be held in Memphis, Tenn., May 2nd-9th, 1928. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

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